

AD A132 336 ESTIMATION OF PAY ENTRY BASE DATE (PEBD) ENLISTED
PERSONNEL RATING FORCE..(U) NAVY PERSONNEL RESEARCH AND
DEVELOPMENT CENTER SAN DIEGO CA J BORACK SEP 77
UNCLASSIFIED NPRDC-SR-77-12 SBI-AD-F630 041 F/G 12/1

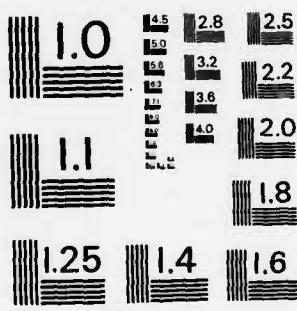
UNCLASSIFIED

NPRDC-SR-77-12 SBI-AD-F630 041

F/G 12/1

1/2

NL



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS - 1963 - A

AD-F630041

(1)



NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER SAN DIEGO CALIFORNIA 92152

NPRDC SR 77-12

SEPTEMBER 1977

ESTIMATION OF PAY ENTRY BASE DATE (PEBD)
ENLISTED PERSONNEL RATING FORCE STRUCTURES
FROM TOTAL ACTIVE FEDERAL MILITARY
SERVICE (TAFMS) DATA

ADA1323336

DTIC FILE COPY

DTIC
ELECTED
S SEP 12 1983 D
B

DISTRIBUTION STATEMENT A
Approved for public release
Distribution Unlimited

83 08 17 02 49

Special Report 77-12

September 1977

ESTIMATION OF PAY ENTRY BASE DATE (PEBD)
ENLISTED PERSONNEL: RATING FORCE STRUCTURES
FROM TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS) DATA

Jules Borack

Reviewed by
Joe Silverman

Approved by
James J. Regan
Technical Director

Navy Personnel Research and Development Center
San Diego, California 92152

DISTRIBUTION STATEMENT A

Approved for public release
Distribution Unlimited

FOREWORD

The research and development effort described in this report was in support of the BUPERS Management Support Program (FAST Data Base) Project. The overall objective of the FAST Data Base project is to provide the necessary R&D, analysis, and data processing support required to transform the computerized data bases used by the BUPERS Active Enlisted Plans Branch (PERS-212) from length-of-service (LOS) based on Pay Entry Base Date (PEBD) to LOS based on Total Active Federal Military Service (TAFMS). The effort described herein supplements Navy Personnel Research and Development Center Special Report 77-9, Techniques for Estimating Pay Entry Base Date Enlisted Personnel Force Structures from Data Categorized by Total Active Federal Military Service. Computer software supporting computation of recommended estimation procedures has been presented to PERS-212 and is undergoing implementation.

Acknowledgements are due to Mr. Norman Lonsdale and Dr. Kenneth Leland for their valuable assistance during the data processing phases of this study.

J. J. CLARKIN
Commanding Officer

| | |
|--|-------------------------|
| Accession For | |
| NTIS GRA&I <input checked="" type="checkbox"/> | |
| DTIC TAB <input type="checkbox"/> | |
| Unannounced <input type="checkbox"/> | |
| Justification | |
| PER LETTER | |
| By _____ | |
| Distribution/ | |
| Availability Codes | |
| Dist | Avail and/or Special |
| A | |



SUMMARY

Problem

The payroll cost of enlisted personnel rating force structures whose length of service (LOS) is defined in terms of Total Active Federal Military Service (TAFMS) is not directly calculable. This is due to the fact that basic pay is related to LOS computed on the basis of Pay Entry Base Date (PEBD), not TAFMS. To determine the cost of future enlisted inventories, techniques previously were investigated to estimate the cost of ALNAV TAFMS force structures. The best of these techniques, however, possess implementation difficulties when one attempts to estimate the payroll cost of individual TAFMS rating inventories. Modifications are therefore necessary to obtain an easily implemented technique for converting TAFMS rating inventories into corresponding PEBD force structures.

Objective

The purpose of this research effort is to obtain and evaluate a mathematical technique to estimate PEBD rating force structure inventories from TAFMS force structure data.

Approach

Exponential smoothing techniques were utilized to obtain estimates of TAFMS to PEBD rating inventory conversion factors. The data base studied consisted of all TAFMS and PEBD rating inventories for the period FY 1971-1976. The obtained factors were then employed to estimate 30 June 1976 PEBD rating inventories from the corresponding 30 June 1976 TAFMS rating inventories. In this way, estimates of 96 PEBD rating inventories were obtained and compared to the actual PEBD inventory of the corresponding rate code.

Results

1. Of the 96 ratings, 72 were estimated to within $\pm \$4,000$ of actual PEBD rating cost; and 70, to within 1.3 percent of their actual PEBD rating cost.
2. The average absolute difference between estimated and actual PEBD rating cost was \$3,087, or .23 percent of actual PEBD rating cost.

Conclusions

A statistical technique based upon exponential smoothing provides accurate PEBD rating and ALNAV force structure estimates.

Recommendations

The aforementioned technique should be employed to estimate PEBD force structure rating inventories from TAFMS data. If a consistent procedure is desired, this technique may also be utilized to convert ALNAV TAFMS inventories into PEBD.

CONTENTS

| | Page |
|---|------|
| INTRODUCTION | 1 |
| Problem | 1 |
| Purpose | 1 |
| Background | 1 |
| METHODOLOGY | 3 |
| RESULTS | 7 |
| CONCLUSIONS | 19 |
| RECOMMENDATION | 19 |
| APPENDIX - ESPEBD DOCUMENTATION | A-0 |
| DISTRIBUTION LIST | |

LIST OF TABLES

| | |
|---|----|
| 1. Comparisons Between Estimated and Actual Costs of Ratings | 8 |
| 2. Pay Schedule for Enlisted Personnel as of 30 June 1976 | 12 |
| 3. Statistical Summary of TAFMS/PEBD Conversion Procedure for Ratings--30 June 1976 | 16 |
| 4. Statistical Summary of ALNAV TAFMS/PEBD Conversion FY 1972-1977 | 17 |

LIST OF FIGURES

| | |
|---|----|
| 1. Frequency distributions of estimated and actual monthly payroll cost of ratings--30 June 1976 | 13 |
| 2. Frequency distribution of differences between estimated and actual monthly cost of ratings--30 June 1976 | 14 |
| 3. Frequency distribution of percentage error of estimate of monthly cost of ratings--30 June 1976 | 15 |

INTRODUCTION

Problem

The cost of enlisted personnel rating force structures is not directly calculable when length of service is measured by Total Active Federal Military Service (TAFMS). Since the pay of enlisted personnel is determined by length of service measured from Pay Entry Base Date (PEBD), techniques to estimate PEBD force structures from data arranged by TAFMS are required. This monograph discusses a procedure that estimates PEBD force structures from TAFMS data.

Purpose

The purpose of this effort was to develop a procedure that accurately estimates PEBD rating force structure data from corresponding TAFMS inventories.

Background

In November 1974, the Department of Defense¹ directed all services to compute LOS of enlisted personnel on the basis of TAFMS. Since the cost of force structures computed in this manner is not directly calculable, it was necessary to develop procedures that estimate PEBD force structures from TAFMS data. Navy Personnel Research and Development Center Special Report 77-9² presented an analysis of various ALNAV TAFMS/PEBD estimation techniques. The best of these techniques present implementational difficulties when one attempts to estimate rating inventories due to the relatively low year-to-year variability of many individual force-structure cells. In order to remedy this problem, additional estimation procedures were investigated.

¹Department of Defense. Enlisted personnel management planning and reporting (DoD Instruction 1300.14). Washington, D. C.: 19 November 1974.

²Borack, J. I. Techniques for estimating pay entry base date enlisted personnel force structures from data categorized by total active federal military service (NPRDC Special Report 77-9). San Diego: Navy Personnel Research and Development Center, May 1977.

METHODOLOGY

Research investigating procedures to convert ALNAV TAFMS force structures into PEBD indicated that methods that estimate cell-by-cell conversion factors followed by apportionment generally outperformed other techniques in terms of their ability to accurately estimate total force structure cost (see Footnote 1, Borack, 1977). These techniques have the following form:³

$$\hat{P}_{jk} = \hat{\alpha}_{jk} \hat{T}_{jk}$$

where

\hat{P}_{jk} is the estimated value of PEBD force structure matrix cell j,k;

\hat{T}_{jk} is the value of TAFMS force structure matrix cell j,k; and

$\hat{\alpha}_{jk}$ is an estimated conversion factor, $\hat{\alpha}_{jk} \geq 0$.

Techniques for determining $\hat{\alpha}_{jk}$ that provided accurate force structure cost estimates included (1) 6-year moving ratio estimation, and (2) utilization of the prior-year conversion factor. Notationally, let $(T_{i-6,j,k}, T_{i-5,j,k}, \dots, T_{i-1,j,k})$ represent TAFMS force structure inventories of paygrade k and length of service j for the 6 years preceding the year, i, to be estimated. Similarly, let $(P_{i-6,j,k}, P_{i-5,j,k}, \dots, P_{i-1,j,k})$ represent PEBD force structure inventories of paygrade k and length of service j for the 6 years preceding the year, i, to be estimated. A 6-year moving ratio estimate of $\hat{\alpha}_{jk}$ is formed by using the ratio

$$\hat{\alpha}_{jk} = \frac{\sum_{i^*=i-6}^{i-1} P_{i^*,j,k}}{\sum_{i^*=i-6}^{i-1} T_{i^*,j,k}} \quad (1)$$

A prior-year conversion factor estimate is formed by using the ratio

$$\hat{\alpha}_{jk} = P_{i-1,j,k} / T_{i-1,j,k} \quad (2)$$

³Throughout this discussion, subscripts j and k represent LOS ([0-1] years $\leq j \leq [30+]$ years) and paygrade ([E1] $\leq k \leq [E9]$), respectively.

For notational simplicity, j = [0,1] = 1, j = [1,2] = 2, . . . , j = [30+] = 31; k = [E1] = 1, k = [E2] = 2, . . . , k = [E9] = 9.

In general, technique (2) provided somewhat more accurate ALNAV cost estimates than technique (1). Utilizing this result in conjunction with the desire to avoid total reliance upon previous year data, the estimation procedure

$$\hat{\alpha}_{jk}^{(S)} = P_{i^*,j,k}^{(S)} / T_{i^*,j,k}^{(S)} \quad (3)$$

was followed, where $P_{i^*,j,k}^{(S)}$ and $T_{i^*,j,k}^{(S)}$ represent the exponentially smoothed results of the 6-year sequences ($P_{i-6,j,k}, P_{i-5,j,k}, \dots, P_{i-1,j,k}$) and ($T_{i-6,j,k}, T_{i-5,j,k}, \dots, T_{i-1,j,k}$ respectively).^{4,5} A smoothing factor of .5 was used in order to provide major, but not total, reliance upon data from the previous year.

When $T_{i^*,j,k}^{(S)} = 0$, it is not possible to calculate $\hat{\alpha}_{jk}^{(S)}$ using procedure (3). In these cases, \hat{P}_{jk} is estimated using the formula,

$$\hat{P}_{jk} = \frac{\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,j,k}}{\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,k}} \cdot \frac{6}{T_{.k}} \quad (4)$$

This is essentially a 6-year moving ratio estimate of the percentage of individuals in paygrade k who have PEBD length of service j.

Utilizing the aforementioned estimation procedure, it is possible that the total number of individuals estimated to be in PEBD paygrade k will not be equal to the corresponding TAFMS paygrade inventory.

$$\begin{aligned} {}^4 P_{i^*,j,k}^{(S)} &= .5P_{i-1,j,k} + .25P_{i-2,j,k} + .125P_{i-3,j,k} + .0625P_{i-4,j,k} \\ &+ .03125P_{i-5,j,k} + .03125P_{i-6,j,k} \end{aligned}$$

⁵For discussions of exponential smoothing, see the following by Brown, R. G.: Smoothing, forecasting, and prediction of discrete time series. Englewood Cliffs: NJ: Prentice Hall, 1963, and Statistical forecasting for inventory control. New York: McGraw-Hill, 1959.

⁶If $T_{.k} = 0$, or $\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,j,k} = 0$, $\hat{P}_{jk} = 0$.

Notationally, let $T_{\cdot k}$ represent the total number of individuals in TAFMS paygrade k. Also let

$$\hat{P}_{\cdot k} = \sum_{j=1}^{31} \hat{P}_{jk} \quad (5)$$

represent the sum of all individual cell PEBD estimates for paygrade k, and let $P_{\cdot k}$ = the actual total number of individuals in PEBD paygrade k. Since $P_{\cdot k}$ must be equal to $T_{\cdot k}$, the difference, $T_{\cdot k} - \hat{P}_{\cdot k}$, is apportioned to individual cells through the formula

$$[(T_{\cdot k} - \hat{P}_{\cdot k})/\hat{P}_{\cdot k}] \times \hat{P}_{jk} \quad (6)$$

It can then easily be seen that the apportioned values of \hat{P}_{jk} , $\hat{P}_{jk}^{(A)}$ have the property that

$$\sum_{j=1}^{31} \hat{P}_{jk}^{(A)} = T_{\cdot k} = P_{\cdot k} . \quad (7)$$

A FORTRAN computer program subroutine, ESPEBD, has been written which estimates PEBD rating inventories from TAFMS data in accordance with the above methodology. ESPEBD documentation is presented in the appendix.

RESULTS

To assess the accuracy of the aforementioned estimation procedure, the 6-year TAFMS and PEBD rating inventories for FY 1971-1976 were used to obtain conversion factors for 30 June 1976.

Table 1 presents the estimated and actual monthly payroll cost for each rating as of 30 June 1976. The payroll table utilized in these calculations is presented in Table 2.

Figure 1 presents frequency distributions of estimated and actual monthly payroll costs of ratings. As shown, these distributions are identical; most ratings have monthly costs of less than \$1,600,000.

Figure 2 represents the frequency distribution of cost errors; that is, the difference between estimated and actual rating cost. The distribution is symmetric, indicating no discernable bias in terms of systematic rating cost overestimates or underestimates. Additionally, most errors were of a magnitude less than \$4,000. Figure 3, which illustrates the percentage frequency distribution of cost errors, shows that most estimates fell within $\pm .3$ percent of the actual rating cost.

Table 3 provides a statistical summary of the TAFMS/PEBD conversion procedure for ratings. As shown, the average rate code was estimated with absolute cost error of approximately \$3,087, or .23 percent. Finally, Table 4 presents the results of applying the conversion methodology to ALNAV data for FY 1972-1977. In no year were estimates in error by more than approximately \$435,000, with observed errors less than \$200,000 in 5 of the 6 years studied. Percentage errors were never observed to be greater than approximately .16 percent, and were less than .10 percent in 5 of the observed years.

Table 1
Comparisons Between Estimated and Actual Costs of Ratings

| Rate Code | Number of Individuals | Estimated Cost | Actual Cost | Est-Act Cost | Percent Error |
|-----------|-----------------------|----------------|-------------|--------------|---------------|
| 100 | 8251 | 5439502.94 | 5453819.87 | -14316.94 | -.262512 |
| 150 | 581 | 472255.39 | 473885.98 | -1630.59 | -.344089 |
| 200 | 4207 | 2480501.19 | 2480135.22 | 365.97 | .014756 |
| 250 | 2683 | 1585432.53 | 1582438.11 | 2994.42 | .189228 |
| 300 | 7381 | 4040706.81 | 4030909.22 | 9797.59 | .243062 |
| 350 | 1625 | 986846.66 | 983525.66 | 3321.00 | .337663 |
| 401 | 3672 | 2128291.09 | 2125897.06 | 2394.03 | .112613 |
| 404 | 2184 | 1267343.09 | 1264187.03 | 3156.06 | .249652 |
| 450 | 1291 | 731677.25 | 734201.66 | -2524.41 | -.343830 |
| 500 | 4030 | 2378519.97 | 2374646.22 | 3873.75 | .163130 |
| 600 | 165 | 177683.94 | 178733.09 | -1049.15 | -.586993 |
| 601 | 1036 | 579237.12 | 578756.67 | 480.45 | .083013 |
| 602 | 1513 | 918299.85 | 915753.84 | 2546.01 | .278023 |
| 604 | 3851 | 2270126.53 | 2273248.03 | -3121.50 | -.137315 |
| 800 | 424 | 434703.11 | 433554.86 | 1148.25 | .264845 |
| 801 | 4121 | 2237782.22 | 2235775.97 | 2006.25 | .089734 |
| 802 | 2966 | 1624956.69 | 1625355.52 | -398.83 | -.024538 |
| 803 | 928 | 524992.42 | 525125.07 | -132.65 | -.025260 |
| 810 | 1601 | 915511.14 | 914058.84 | 1452.30 | .158884 |
| 900 | 571 | 334890.76 | 334734.29 | 156.47 | .046745 |
| 1000 | 4844 | 3689385.59 | 3691849.56 | -2463.97 | -.066741 |
| 1001 | 6767 | 3344662.09 | 3345113.87 | -451.78 | -.013506 |
| 1002 | 5678 | 2800436.34 | 2796885.97 | 3450.37 | .123360 |
| 1010 | 1912 | 1078698.86 | 1079870.64 | -1171.78 | -.108511 |
| 1100 | 439 | 261136.16 | 261836.69 | -700.53 | -.267544 |
| 1200 | 359 | 210531.99 | 210308.99 | 223.00 | .106034 |
| 1400 | 728 | 600193.68 | 600180.27 | 13.41 | .002234 |
| 1500 | 16705 | 9623455.12 | 9611692.25 | 11762.87 | .122381 |

Table 1 (Continued)

| Rate Code | Number of Individuals | Estimated Cost | Actual Cost | Est-Act Cost | Percent Error |
|--------------|-----------------------------|-------------------|----------------|--------------|------------------|
| 1611 | 1810 | 1067566.52 | 1068022.75 | -456.23 | -.042718 |
| 1622 | 1009 | 577719.66 | 575309.97 | 2409.69 | .418850 |
| 1633 | 1664 | 978464.95 | 976972.45 | 1492.50 | .152768 |
| 1644 | 1945 | 1062788.34 | 1063251.84 | -463.50 | -.043593 |
| 1655 | 2026 | 1203848.53 | 1204650.83 | -802.30 | -.066600 |
| 1666 | 834 | 520391.17 | 518582.38 | 1808.79 | .348796 |
| 1700 | 10775 | 6631008.75 | 6636986.81 | -5978.06 | -.090072 |
| 1750 | 375 | 263984.60 | 264975.59 | -990.99 | -.373992 |
| 1800 | 7378 | 4367605.56 | 4368987.87 | -1382.31 | -.031639 |
| 1900 | 3180 | 1830475.12 | 1831402.08 | -926.95 | -.050614 |
| 2000 | 9513 | 5803210.69 | 5798658.69 | 4552.00 | .078501 |
| 2100 | 2424 | 1440636.95 | 1440086.58 | 550.37 | .038218 |
| 2200 | 17158 | 10129486.87 | 10138272.00 | -3233.12 | -.031908 |
| 2300 | 943 | 551336.47 | 557901.27 | -6564.80 | -1.176696 |
| 2490 | 5091 | 2923181.56 | 2919028.91 | 4152.66 | .142262 |
| 2600 | 809 | 471541.20 | 469642.18 | 1899.02 | .404355 |
| 2700 | 1113 | 623935.42 | 623140.46 | 794.96 | .127573 |
| 3100 | 398 | 237216.11 | 236906.09 | 310.02 | .130862 |
| 3200 | 353 | 225247.50 | 226708.19 | -1460.69 | -.644304 |
| 3300 | 946 | 612700.68 | 608823.55 | 3877.13 | .636824 |
| 3600 | 24438 | 24741625.75 | 24741969.75 | -344.00 | -.001390 |
| 3700 | 24463 | 13619176.50 | 13617764.87 | 1411.62 | .010366 |
| 3800 | 8768 | 4985979.87 | 4988003.62 | -2023.75 | -.040572 |
| 3900 | 2641 | 1497340.53 | 1499818.39 | -2477.86 | -.165211 |
| 4000 | 11102 | 5968388.37 | 5958579.44 | 9808.94 | .164619 |
| 4100 | 12752 | 7217842.31 | 7209720.12 | 8122.19 | .112656 |
| 4200 | 5674 | 3169952.44 | 3164148.37 | 5804.06 | .183432 |
| 4300 | 11175 | 6215998.00 | 6225845.94 | -9847.94 | -.158178 |
| 4600 | 218 | 124132.42 | 124748.09 | -615.67 | -.493531 |
| 4700 | 239 | 137001.62 | 137381.09 | -379.47 | -.276218 |

Table 1 (Continued)

| Rate Code | Number of Individuals | Estimated Cost | Actual Cost | Est-Act Cost | Percent Error |
|--------------|-----------------------------|-------------------|----------------|--------------|------------------|
| 5000 | 16883 | 6848806.62 | 6850562.12 | -1755.50 | -.025626 |
| 5100 | 457 | 257193.08 | 257835.89 | -642.81 | -.249310 |
| 5300 | 1620 | 919755.92 | 921930.25 | -2174.33 | -.235845 |
| 5410 | 2601 | 1440618.00 | 1447023.80 | -6405.80 | -.442688 |
| 5500 | 1539 | 891951.34 | 897675.55 | -5724.20 | -.637669 |
| 5600 | 2874 | 1608928.39 | 1619801.87 | -10873.48 | -.671285 |
| 5700 | 829 | 486590.21 | 488340.57 | -1750.36 | -.358430 |
| 5800 | 1512 | 849356.68 | 848772.85 | 583.83 | .068785 |
| 6000 | 525 | 202955.40 | 202931.99 | 23.41 | .011536 |
| 6200 | 617 | 650505.82 | 654266.06 | -3760.24 | -.574727 |
| 6300 | 10555 | 6174206.50 | 6174968.00 | -761.50 | -.012332 |
| 6310 | 2167 | 1223855.94 | 1215244.42 | 8611.52 | .708624 |
| 6400 | 2980 | 1719308.41 | 1720443.19 | -1134.78 | -.065959 |
| 6500 | 5449 | 3087264.97 | 3081870.34 | 5394.62 | .175044 |
| 6520 | 3687 | 2125097.16 | 2123857.06 | 1240.09 | .058389 |
| 6600 | 2549 | 1505795.48 | 1504715.91 | 1079.58 | .071746 |
| 6700 | 95 | 104065.16 | 104254.50 | -189.34 | -.181613 |
| 6704 | 1367 | 710592.17 | 703985.97 | 6606.20 | .938400 |
| 6705 | 1288 | 673744.53 | 671414.37 | 2330.16 | .347053 |
| 6706 | 2552 | 1389400.58 | 1388395.42 | 1005.16 | .072397 |
| 6800 | 8152 | 4648631.94 | 4642909.44 | 5722.50 | .123252 |
| 6900 | 401 | 418716.95 | 421170.57 | -2453.62 | -.582572 |
| 6901 | 6581 | 3720386.44 | 3710081.19 | 10305.25 | .277763 |
| 6902 | 5787 | 3201718.09 | 3194441.81 | 7276.28 | .227779 |
| 6903 | 2547 | 1390783.50 | 1387614.22 | 3169.28 | .228398 |
| 7000 | 1768 | 1004209.77 | 1004033.64 | 176.13 | .017543 |
| 7100 | 1753 | 1046528.61 | 1046648.64 | -120.03 | -.011468 |
| 7200 | 1495 | 907670.56 | 899598.85 | 8071.71 | .897257 |
| 7300 | 3542 | 2107458.69 | 2108850.16 | -1391.47 | -.065982 |
| 7400 | 2952 | 1718911.73 | 1715541.80 | 3369.94 | .196436 |

Table 1 (Continued)

| Rate Code | Number of Individuals | Estimated Cost | Actual Cost | Est-Act Cost | Percent Error |
|--------------|-----------------------------|-------------------|----------------|--------------|------------------|
| 7500 | 449 | 355577.08 | 353676.28 | 1900.80 | .537440 |
| 7501 | 474 | 243697.13 | 244352.39 | -655.26 | -.268162 |
| 7502 | 372 | 188097.73 | 187682.69 | 415.04 | .221140 |
| 7503 | 722 | 381830.76 | 383198.08 | -1367.32 | -.356817 |
| 7600 | 2042 | 1205410.66 | 1209981.53 | -4570.87 | -.377764 |
| 7800 | 15803 | 6399246.50 | 6402798.94 | -3552.44 | -.055483 |
| 8000 | 24287 | 13135430.62 | 13145576.62 | -10146.00 | -.077182 |
| 8300 | 3653 | 1936295.03 | 1943902.11 | -7607.08 | -.391330 |

Table 2

Pay Schedule for Enlisted Personnel as of 30 June 1976

| Years of Service (PEBD) | Paygrade | | | | | | |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 |
| 0- 1 | \$361.20 | \$402.60 | \$418.20 | \$435.00 | \$452.40 | \$515.40 | \$596.70 |
| 1- 2 | 361.20 | 402.60 | 418.20 | 435.00 | 452.40 | 515.40 | 596.70 |
| 2- 3 | 361.20 | 402.60 | 441.30 | 459.30 | 492.60 | 561.90 | 643.80 |
| 3- 4 | 361.20 | 402.60 | 459.00 | 486.00 | 516.30 | 585.30 | 667.80 |
| 4- 5 | 361.20 | 402.60 | 477.00 | 524.10 | 538.80 | 609.60 | 691.20 |
| 5- 6 | 361.20 | 402.60 | 477.00 | 524.10 | 538.80 | 609.60 | 691.20 |
| 6- 7 | 361.20 | 402.60 | 477.00 | 544.50 | 573.90 | 632.70 | 715.20 |
| 7- 8 | 361.20 | 402.60 | 477.00 | 544.50 | 573.90 | 632.70 | 715.20 |
| 8- 9 | 361.20 | 402.60 | 477.00 | 544.50 | 597.30 | 656.10 | 737.40 |
| 9-10 | 361.20 | 402.60 | 477.00 | 544.50 | 597.30 | 656.10 | 737.40 |
| 10-11 | 361.20 | 402.60 | 477.00 | 544.50 | 621.30 | 679.80 | 760.80 |
| 11-12 | 361.20 | 402.60 | 477.00 | 544.50 | 621.30 | 679.80 | 760.80 |
| 12-13 | 361.20 | 402.60 | 477.00 | 544.50 | 643.80 | 715.20 | 784.80 |
| 13-14 | 361.20 | 402.60 | 477.00 | 544.50 | 643.80 | 715.20 | 784.80 |
| 14-15 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 737.40 | 820.20 |
| 15-16 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 737.40 | 820.20 |
| 16-17 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 760.80 | 843.30 |
| 17-18 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 760.80 | 843.30 |
| 18-19 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 867.00 |
| 19-20 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 867.00 |
| 20-21 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 878.40 |
| 21-22 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 878.40 |
| 22-23 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 937.50 |
| 23-24 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 937.50 |
| 24-25 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 937.50 |
| 25-26 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 937.50 |
| 26-27 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 1053.90 |
| 27-28 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 1053.90 |
| 28-29 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 1053.90 |
| 29-30 | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 1053.90 |
| 30+ | 361.20 | 402.60 | 477.00 | 544.50 | 656.10 | 772.80 | 1053.90 |

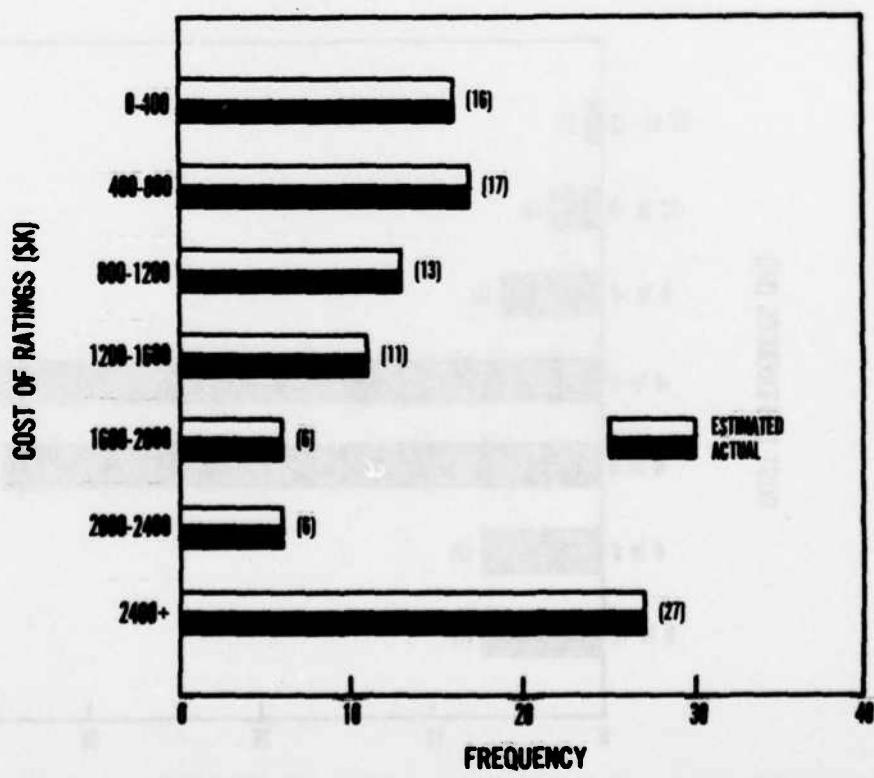


Figure 1. Frequency distributions of estimated and actual monthly payroll cost of ratings--30 June 1976. (The maximum estimated and actual rate code costs were \$24,741,626 and \$24,741,970, respectively.)

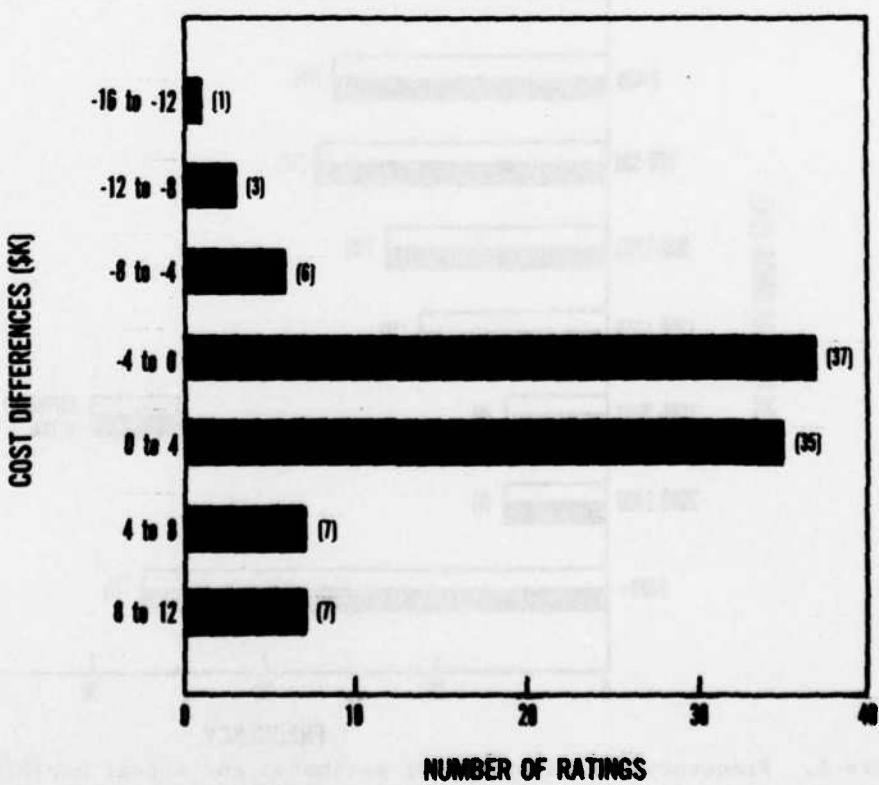


Figure 2. Frequency distribution of differences between estimated and actual monthly cost of ratings--
30 June 1976.

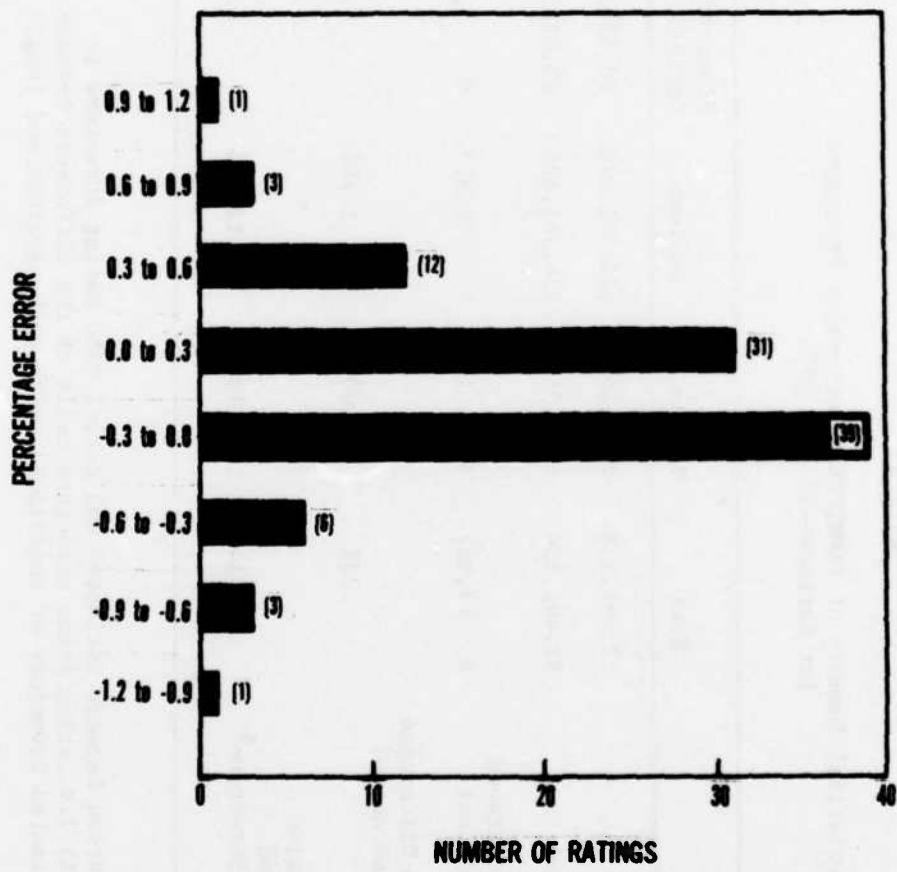


Figure 3. Frequency distribution of percentage error of estimate of monthly cost of ratings--30 June 1976.

Table 3

Statistical Summary of TAFMS/PEBD Conversion Procedure
for Ratings--30 June 1976

| Statistic | Mean | Minimum | Maximum | Standard Deviation |
|---|--------------|------------|---------------|--------------------|
| Actual Rating Cost | \$2,491,538. | \$104,255. | \$24,741,970. | \$3,538,221. |
| Estimated Rating Cost | \$2,491,856. | \$104,065. | \$24,741,626. | \$3,538,110. |
| Absolute Difference Between Estimated and Actual Cost | \$ 3,087. | \$ 13. | \$ 14,317. | \$ 3,184. |
| Absolute Percentage Difference Between Estimated and Actual Cost | .23% | .00% | 1.18% | .23% |
| Mean Absolute Deviation Between Estimated and Actual PEBD Rating Structure ^a | 2.414 | .128 | 12.100 | 2.269 |

^a Mean Absolute Deviation Between Estimated and Actual PEBD Rating Structure is the average over all 279 rating force structure cells of the difference between the actual and estimated inventory of individuals with each paygrade and length of service.

Table 4

Statistical Summary of ALNAV TAFMS/PERD Conversion
FY 1972-1977

| Fiscal Year | Number of Individuals | Estimated Monthly Payroll Cost | Actual Monthly Payroll Cost | Estimated -Actual Payroll Cost | Percent Error | Mean Absolute Deviation |
|-------------|-----------------------|--------------------------------|-----------------------------|--------------------------------|---------------|-------------------------|
| 1972 | 542,298 | \$279,042,444. | \$279,183,528. | -\$141,084. | -.05% | 109.9 |
| 1973 | 510,669 | \$264,065,368. | \$264,497,664. | -\$432,296. | -.16% | 156.4 |
| 1974 | 490,009 | \$253,155,444. | \$253,347,638. | -\$192,194. | -.08% | 122.1 |
| 1975 | 474,735 | \$244,738,132. | \$244,664,340. | \$ 73,792. | .03% | 129.6 |
| 1976 | 465,748 | \$239,814,778. | \$239,679,184. | \$135,594. | .06% | 149.8 |
| 1977 | 456,933 | \$246,655,846. | \$246,844,416. | -\$188,570. | -.08% | 141.6 |

^aPayroll costs for FY 1972-1976 are standardized to 30 June 1975 pay schedule; and for FY 1977, based upon 30 June pay schedule.

CONCLUSIONS

Utilization of exponential smoothing provided accurate estimates of PEBD rating force structures from corresponding TAFMS data for fiscal year 1977. If similar patterns prevail in the future, this technique should be of significant value when estimating the personnel costs of TAFMS force structure data.

RECOMMENDATION

The technique discussed in this report should be implemented to obtain cost estimates of TAFMS rating force structure data. If a consistent procedure is desired, this technique may also be utilized when estimating the cost of TAFMS ALNAV force structures.

APPENDIX

ESPEBD DOCUMENTATION

ESPEBD DOCUMENTATION

ESPEBD is a FORTRAN subroutine that estimates Pay Entry Base Date (PEBD) Force Structures from corresponding year Total Active Federal Military Service (TAFMS) Force Structures. ESPEBD is invoked by the statement:

```
CALL      ESPEBD (IRC, TAFMS, PEBD, IPRINT, IRETRN)
```

Input parameters are:

IRC: An integer variable representing the rate code to be processed.

TAFMS: A 2-dimensional floating point array consisting of 32 rows and 10 columns. The array should be input as below:

K

| LOS | PG | | | | | | | | | |
|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------|
| | 1 (E-1) | 2 (E-2) | 3 (E-3) | 4 (E-4) | 5 (E-5) | 6 (E-6) | 7 (E-7) | 8 (E-8) | 9 (E-9) | 10 (ROW TOTAL) |
| 1 0-1 YRS | | | | | | | | | | |
| 2 1-2 YRS | | | | | | | | | | |
| 3 2-3 YRS | | | | | | | | | | |
| 4 3-4 YRS | | | | | | | | | | |
| 5 4-5 YRS | | | | | | | | | | |
| 6 5-6 YRS | | | | | | | | | | |
| 7 6-7 YRS | | | | | | | | | | |
| . | . | | | | | | | | | |
| . | . | | | | | | | | | |
| . | . | | | | | | | | | |
| 30 29-30 YRS | | | | | | | | | | |
| 31 30+ YRS | | | | | | | | | | |
| 32 COLUMN TOTAL | | | | | | | | | | |

TAFMS (J,K) represents the TAFMS inventory for rate code IRC of individuals with length of service J and paygrade K for J < 31; K < 9. For K = 10, TAFMS (J,K) must be the J row total, and for J = 32 TAFMS (J,K) must be the K paygrade total. TAFMS (32,10) must be the inventory grand total. This array should be dimensioned as (32,10).

IPRINT: An integer variable. If IPRINT = 1, rate code, TAFMS inventory will be output on printer. If IPRINT = 0, printing of output will be omitted.

Output parameters are:

PEBD: A 2-dimensional floating point array representing the estimated PEBD force structure of rating IRC. Dimensionality must be (32,10). Description is analogous to that of TAFMS.

IRETRN: An integer variable denoting type of exit from subroutine ESPEBD. If IRETRN = 0, exit was normal. If IRETRN = 1, exit was abnormal and error message is sent to printer.

Some additional notes follow:

1. Format of TAFMS/PEBD Conversion Factor Tape is

| | | | | | |
|------|-----|--------------|--|-------------------------|-----|
| (I3, | I1, | I4, | 9F7.4, | 7X, | I2) |
| ↑ | ↑ | ↑ | ↑ | ↑ | |
| 044 | 6 | RATE CODE | CONVERSION FACTORS* FOR PAY- GRADES E-1 TO E-9 | LENGTH OF SERVICE | |

A factor of -1 indicates the $P_{i^,j,k}^{(S)}/T_{i^*,j,k}^{(S)}$ is infinite and therefore the column percentage estimate of P_{jk} is to be computed.

2. Format of Column Percentage Estimate Tape is

| | | | | | |
|------|-----|--------------|--|-------------------------|-----|
| (I3, | I1, | I4, | 9F7.4, | 7X, | I2) |
| ↑ | ↑ | ↑ | ↑ | ↑ | |
| 045 | 6 | RATE CODE | COLUMN PERCENTAGE FOR PAY- GRADES E-1 TO E-9 | LENGTH OF SERVICE | |

3. Input Tapes are to be revised annually so that factors will be based on most recent data.

4. Job Control Language Considerations

The conversion factor tape is read as FORTRAN logical unit 2. There are 31 records per rate code on this tape.

The column percents tape is read as FORTRAN logical unit 3. There are 31 records per rate code on this tape.

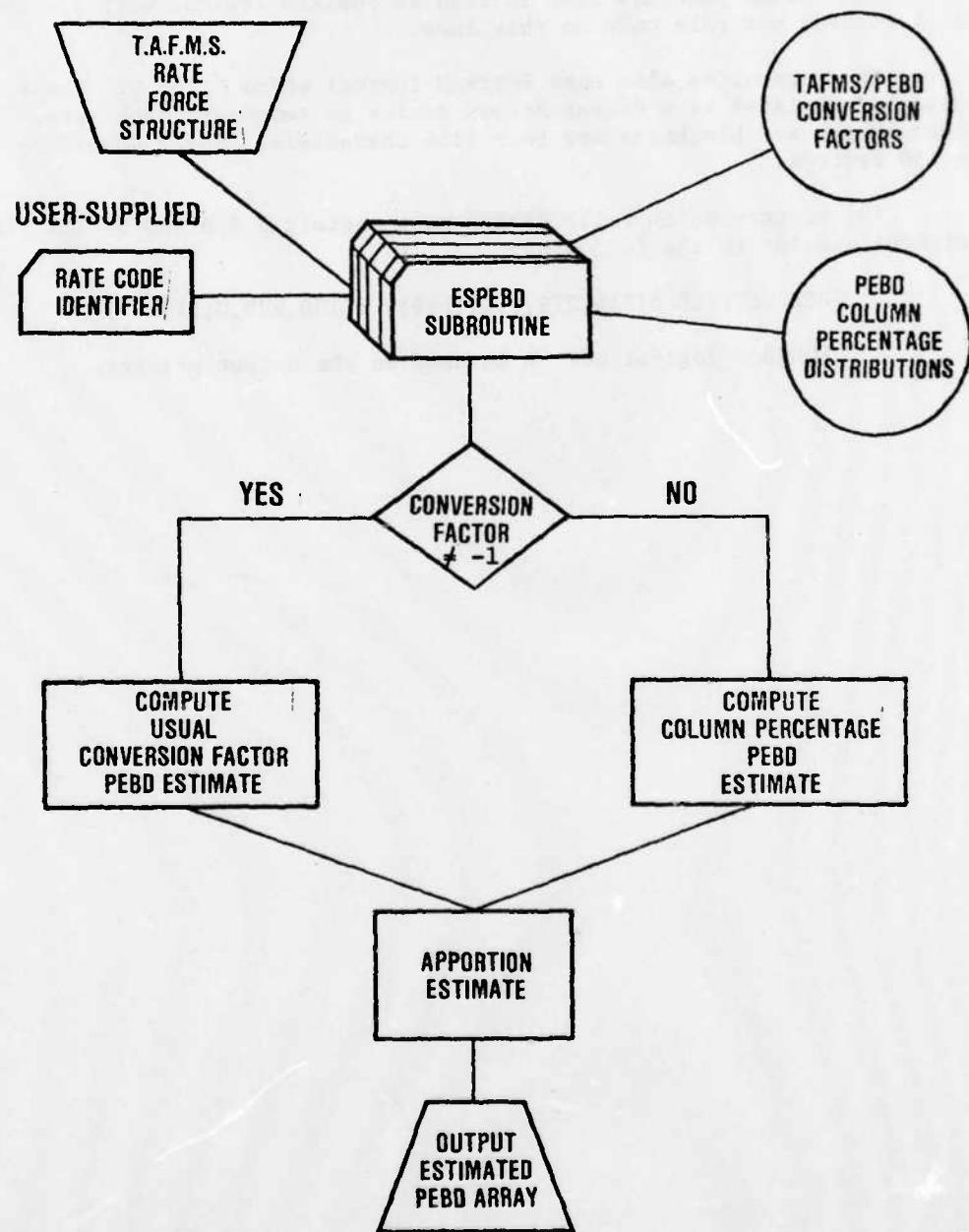
The subroutine also uses FORTRAN logical units 8 and 9. These should be allocated to a direct-access device as temporary data sets. The record length and blocksize are both 1116 characters. Space should be allocated for 150 records.

The program which calls ESPEBD must contain a FORTRAN DEFINE FILE statement similar to the following:

```
DEFINE FILE 8(150,279,U,IFILE8), 9(150,279,U,IFILE9)
```

FORTRAN logical unit 6 is used as the output printer.

FLOW CHART FOR ESPEBD



DISTRIBUTION LIST

Chief of Naval Operations (OP-987H), (OP-964D)
Chief of Naval Personnel (Pers-2), (Pers-10c)
Chief of Naval Research (Code 450) (4)
Chief of Naval Education and Training (N-5), (005)
Chief of Information (OI-2252)
Director of Navy Laboratories
Commandant of the Marine Corps (Code MPI-20)
Personnel Research Division, Air Force Human Resources Laboratory (AFSC),
 Brooks Air Force Base
Occupational and Manpower Research Division, Air Force Human Resources
 Laboratory (AFSC), Brooks Air Force Base
Technical Library, Air Force Human Resources Laboratory (AFSC),
 Brooks Air Force Base
Technical Training Division, Air Force Human Resources Laboratory,
 Lowry Air Force Base
Flying Training Division, Air Force Human Resources Laboratory,
 Williams Air Force Base
Advanced Systems Division, Air Force Human Resources Laboratory,
 Wright-Patterson Air Force Base
Program Manager, Life Sciences Directorate, Air Force Office of Scientific
 Research (AFSC)
Army Research Institute for the Behavioral and Social Sciences
Coast Guard Headquarters (G-P-1/62)
Military Assistant for Training and Personnel Technology, ODDR&E, OAD
 (E&LS)
Director for Acquisition Planning, OASD (I&L)

Table A-1
Total TAFMS ALNAV Enlisted Personnel Inventory

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1966 | | | | | | | | | | | |
| 0 - 1 | 21617.0 | 50027.0 | 28720.0 | 1447.0 | 50.0 | 11.0 | 8.0 | 2.0 | .0 | 111778.0 | |
| 1 - 2 | 1222.0 | 14548.0 | 56004.0 | 16247.0 | 365.0 | 7.0 | 2.0 | .0 | .0 | 102449.0 | |
| 2 - 3 | 506.0 | 3810.0 | 30994.0 | 32733.0 | 4260.0 | 25.0 | 7.0 | 3.0 | .0 | 72342.0 | |
| 3 - 4 | 245.0 | 1524.0 | 19878.0 | 22709.0 | 15165.0 | 91.0 | 22.0 | 3.0 | .0 | 69750.0 | |
| 4 - 5 | 59.0 | 195.0 | 4249.0 | 4436.0 | 8594.0 | 552.0 | 25.0 | 3.0 | 1.0 | 22167.0 | |
| 5 - 6 | 23.0 | 97.0 | 2096.0 | 6213.0 | 9220.0 | 1976.0 | 30.0 | 3.0 | .0 | 19651.0 | |
| 6 - 7 | 10.0 | 47.0 | 1162.0 | 4063.0 | 9254.0 | 3492.0 | 47.0 | 3.0 | 1.0 | 18475.0 | |
| 7 - 8 | 7.0 | 19.0 | 626.0 | 2922.0 | 8523.0 | 5816.0 | 114.0 | 7.0 | .0 | 17934.0 | |
| 8 - 9 | 5.0 | 12.0 | 760.0 | 2021.0 | 6354.0 | 5750.0 | 337.0 | 4.0 | 1.0 | 14888.0 | |
| 9 - 10 | 5.0 | 10.0 | 874.0 | 2725.0 | 7034.0 | 6773.0 | 971.0 | 3.0 | 1.0 | 17854.0 | |
| 10 - 11 | 5.0 | 10.0 | 710.0 | 2095.0 | 6284.0 | 7044.0 | 1516.0 | 3.0 | 2.0 | 17269.0 | |
| 11 - 12 | 1.0 | 7.0 | 162.0 | 1001.0 | 3030.0 | 4146.0 | 1207.0 | 16.0 | .0 | 9566.0 | |
| 12 - 13 | 4.0 | 7.0 | 106.0 | 783.0 | 2789.0 | 4129.0 | 1726.0 | 80.0 | 2.0 | 9621.0 | |
| 13 - 14 | 2.0 | 6.0 | 101.0 | 697.0 | 2993.0 | 5439.0 | 3370.0 | 194.0 | 5.0 | 12405.0 | |
| 14 - 15 | .0 | 2.0 | 420.0 | 282.0 | 1471.0 | 3038.0 | 2389.0 | 272.0 | 25.0 | 7528.0 | |
| 15 - 16 | .0 | 1.0 | 78.0 | 205.0 | 741.0 | 1867.0 | 1423.0 | 198.0 | 24.0 | 4495.0 | |
| 16 - 17 | .0 | 2.0 | 56.0 | 275.0 | 1334.0 | 3561.0 | 3276.0 | 590.0 | 110.0 | 9204.0 | |
| 17 - 18 | .0 | 6.0 | 44.0 | 463.0 | 2029.0 | 5777.0 | 5351.0 | 1245.0 | 240.0 | 15533.0 | |
| 18 - 19 | 1.0 | 7.0 | 47.0 | 299.0 | 1056.0 | 3037.0 | 3577.0 | 972.0 | 263.0 | 9240.0 | |
| 19 - 20 | 5.0 | 6.0 | 1366.0 | 988.0 | 2074.0 | 4134.0 | 4423.0 | 1230.0 | 322.0 | 13216.0 | |
| 20 - 21 | .0 | 2.0 | 17.0 | 141.0 | 507.0 | 1292.0 | 2919.0 | 662.0 | 251.0 | 5290.0 | |
| 21 - 22 | 1.0 | .0 | 12.0 | 101.0 | 253.0 | 840.0 | 1681.0 | 525.0 | 210.0 | 3623.0 | |
| 22 - 23 | .0 | .0 | 5.0 | 31.0 | 141.0 | 531.0 | 1472.0 | 630.0 | 326.0 | 3136.0 | |
| 23 - 24 | .0 | .0 | 8.0 | 14.0 | 129.0 | 254.0 | 740.0 | 436.0 | 313.0 | 1895.0 | |
| 24 - 25 | .0 | .0 | 1.0 | 9.0 | 29.0 | 139.0 | 515.0 | 417.0 | 362.0 | 1470.0 | |
| 25 - 26 | .0 | .0 | .0 | 2.0 | 3.0 | 45.0 | 203.0 | 179.0 | 124.0 | 556.0 | |
| 26 - 27 | .0 | .0 | .0 | .0 | 7.0 | 20.0 | 66.0 | 51.0 | 55.0 | 195.0 | |
| 27 - 28 | .0 | .0 | .0 | .0 | 1.0 | 11.0 | 59.0 | 43.0 | 50.0 | 154.0 | |
| 28 - 29 | .0 | .0 | .0 | .0 | 1.0 | 11.0 | 42.0 | 42.0 | 45.0 | 141.0 | |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 1.0 | 10.0 | 58.0 | 39.0 | 33.0 | 142.0 | |
| 30+ | .0 | .0 | .0 | 2.0 | 26.0 | 76.0 | 3.0 | 17.0 | 16.0 | 14.0 | 90.0 |
| Total | 27514.0 | 68207.0 | 154742.0 | 115743.0 | 93719.0 | 70145.0 | 17892.0 | 7871.0 | 2780.0 | 59163.0 | |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|----------|----------|----------|---------|---------|---------|--------|--------|----------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1967 | | | | | | | | | | | |
| 0 - 1 | 26400.0 | 87655.0 | 48126.0 | 5819.0 | 876.0 | 40.0 | 22.0 | .0 | .0 | 166938.0 | |
| 1 - 2 | 1814.0 | 22247.0 | 65674.0 | 23245.0 | 616.0 | 29.0 | 12.0 | 1.0 | 1.0 | 108429.0 | |
| 2 - 3 | 708.0 | 3882.0 | 11946.0 | 44915.0 | 5304.0 | 46.0 | 29.0 | 2.0 | .0 | 81832.0 | |
| 3 - 4 | 294.0 | 1450.0 | 15607.0 | 21263.0 | 13592.0 | 74.0 | 36.0 | 6.0 | 2.0 | 62410.0 | |
| 4 - 5 | 89.0 | 257.0 | 3856.0 | 12211.0 | 11705.0 | 569.0 | 50.0 | 8.0 | 1.0 | 28746.0 | |
| 5 - 6 | 35.0 | 90.0 | 2176.0 | 5604.0 | 9708.0 | 2111.0 | 53.0 | 2.0 | 2.0 | 19581.0 | |
| 6 - 7 | 15.0 | 33.0 | 1049.0 | 3723.0 | 9549.0 | 495.0 | 72.0 | 3.0 | 3.0 | 18231.0 | |
| 7 - 8 | 7.0 | 25.0 | 719.0 | 2459.0 | 8592.0 | 5463.0 | 186.0 | 7.0 | 3.0 | 17462.0 | |
| 8 - 9 | 5.0 | 12.0 | 391.0 | 1729.0 | 7621.0 | 7277.0 | 568.0 | 11.0 | 1.0 | 17617.0 | |
| 9 - 10 | 5.0 | 12.0 | 188.0 | 1143.0 | 5339.0 | 5623.0 | 965.0 | 8.0 | 5.0 | 14348.0 | |
| 10 - 11 | 5.0 | 12.0 | 271.0 | 1600.0 | 5740.0 | 7265.0 | 1563.0 | 8.0 | 2.0 | 16339.0 | |
| 11 - 12 | 2.0 | 5.0 | 171.0 | 1415.0 | 5387.0 | 7723.0 | 2286.0 | 24.0 | 2.0 | 17015.0 | |
| 12 - 13 | 1.0 | 4.0 | 99.0 | 631.0 | 2677.0 | 4687.0 | 1898.0 | 74.0 | 1.0 | 10058.0 | |
| 13 - 14 | 2.0 | 5.0 | 55.0 | 435.0 | 2178.0 | 4067.0 | 2090.0 | 165.0 | 3.0 | 9014.0 | |
| 14 - 15 | 1.0 | 2.0 | 75.0 | 439.0 | 2199.0 | 5056.0 | 3266.0 | 333.0 | 23.0 | 11385.0 | |
| 15 - 16 | .0 | 1.0 | 45.0 | 216.0 | 998.0 | 2930.0 | 2711.0 | 403.0 | 57.0 | 7361.0 | |
| 16 - 17 | 1.0 | .0 | 34.0 | 145.0 | 599.0 | 1633.0 | 1579.0 | 295.0 | 32.0 | 4318.0 | |
| 17 - 18 | .0 | 1.0 | 46.0 | 187.0 | 828.0 | 2657.0 | 3177.0 | 704.0 | 143.0 | 773.0 | |
| 18 - 19 | 2.0 | 1.0 | 40.0 | 371.0 | 1664.0 | 5130.0 | 6399.0 | 1520.0 | 395.0 | 15492.0 | |
| 19 - 20 | 1.0 | .0 | 24.0 | 191.0 | 742.0 | 2227.0 | 3287.0 | 982.0 | 296.0 | 7750.0 | |
| 20 - 21 | 1.0 | 2.0 | 38.0 | 237.0 | 765.0 | 1960.0 | 2579.0 | 839.0 | 285.0 | 6686.0 | |
| 21 - 22 | .0 | .0 | 12.0 | 78.0 | 305.0 | 964.0 | 1673.0 | 611.0 | 201.0 | 3782.0 | |
| 22 - 23 | .0 | .0 | 5.0 | 60.0 | 165.0 | 549.0 | 1277.0 | 453.0 | 196.0 | 2705.0 | |
| 23 - 24 | .0 | .0 | 4.0 | 15.0 | 101.0 | 417.0 | 1259.0 | 561.0 | 295.0 | 2651.0 | |
| 24 - 25 | .0 | .0 | 2.0 | 11.0 | 44.0 | 209.0 | 668.0 | 416.0 | 298.0 | 1648.0 | |
| 25 - 26 | .0 | .0 | 1.0 | 5.0 | 21.0 | 124.0 | 502.0 | 395.0 | 359.0 | 1408.0 | |
| 26 - 27 | .0 | .0 | .0 | 1.0 | 6.0 | 40.0 | 215.0 | 159.0 | 137.0 | 558.0 | |
| 27 - 28 | .0 | .0 | .0 | .0 | 3.0 | 20.0 | 59.0 | 41.0 | 47.0 | 170.0 | |
| 28 - 29 | .0 | .0 | .0 | .0 | 1.0 | 10.0 | 59.0 | 46.0 | 47.0 | 163.0 | |
| 29 - 30 | .0 | .0 | .0 | .0 | 2.0 | 8.0 | 43.0 | 37.0 | 48.0 | 138.0 | |
| 30+ | .0 | .0 | 1.0 | 1.0 | 4.0 | 9.0 | 34.0 | 21.0 | 19.0 | 98.0 | |
| Total | 27789.0 | 113697.0 | 179601.0 | 129890.0 | 97333.0 | 73491.0 | 58612.0 | 8139.0 | 2904.0 | 662056.0 | |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1968 | | | | | | | | | | | |
| 0 - 1 | 19971.0 | 75614.0 | 52598.0 | 4932.0 | 681.0 | 93.0 | 10.0 | 1.0 | .0 | 133900.0 | |
| 1 - 2 | 1510.0 | 19154.0 | 100555.0 | 77818.0 | 2629.0 | 49.0 | 21.0 | .0 | .0 | 160536.0 | |
| 2 - 3 | 1146.0 | 8611.0 | 70967.0 | 36507.0 | 7994.0 | 47.0 | 23.0 | 3.0 | 1.0 | 81198.0 | |
| 3 - 4 | 391.0 | 1750.0 | 13478.0 | 30214.0 | 26894.0 | 119.0 | 31.0 | 1.0 | 1.0 | 62475.0 | |
| 4 - 5 | 67.0 | 158.0 | 1986.0 | 5549.0 | 9447.0 | 830.0 | 36.0 | 5.0 | 3.0 | 18116.0 | |
| 5 - 6 | 35.0 | 85.0 | 1358.0 | 4569.0 | 10494.0 | 7676.0 | 46.0 | 7.0 | .0 | 19259.0 | |
| 6 - 7 | 15.0 | 57.0 | 1392.0 | 2984.0 | 9125.0 | 4193.0 | 54.0 | 4.0 | 2.0 | 17826.0 | |
| 7 - 8 | 8.0 | 15.0 | 641.0 | 1970.0 | 8319.0 | 4624.0 | 117.0 | 3.0 | 1.0 | 16517.0 | |
| 8 - 9 | 7.0 | 25.0 | 427.0 | 1336.0 | 6735.0 | 5566.0 | 615.0 | 5.0 | 1.0 | 15835.0 | |
| 9 - 10 | 9.0 | 9.0 | 209.0 | 905.0 | 5525.0 | 7558.0 | 1253.0 | 9.0 | 3.0 | 15479.0 | |
| 10 - 11 | 3.0 | 5.0 | 176.0 | 562.0 | 3991.0 | 5257.0 | 1706.0 | 11.0 | 4.0 | 12673.0 | |
| 11 - 12 | 3.0 | 5.0 | 155.0 | 905.0 | 4792.0 | 7569.0 | 2434.0 | 9.0 | 1.0 | 15958.0 | |
| 12 - 13 | 3.0 | 9.0 | 116.0 | 777.0 | 4181.0 | 7824.0 | 2981.0 | 267.0 | 3.0 | 16159.0 | |
| 13 - 14 | .0 | 7.0 | 52.0 | 363.0 | 1982.0 | 4290.0 | 2143.0 | 237.0 | 6.0 | 9043.0 | |
| 14 - 15 | .0 | 2.0 | 51.0 | 260.0 | 1719.0 | 4640.0 | 2557.0 | 371.0 | 27.0 | 9027.0 | |
| 15 - 16 | .0 | .0 | 50.0 | 242.0 | 1614.0 | 4703.0 | 3593.0 | 653.0 | 11.0 | 11003.0 | |
| 16 - 17 | .0 | .0 | 71.0 | 185.0 | 729.0 | 2669.0 | 2692.0 | 635.0 | 125.0 | 6626.0 | |
| 17 - 18 | 1.0 | .0 | 70.0 | 102.0 | 494.0 | 1600.0 | 1612.0 | 400.0 | 97.0 | 4226.0 | |
| 18 - 19 | .0 | .0 | 62.0 | 150.0 | 767.0 | 2770.0 | 3550.0 | 926.0 | 291.0 | 8426.0 | |
| 19 - 20 | .0 | .0 | 73.0 | 201.0 | 1020.0 | 3656.0 | 5149.0 | 1399.0 | 482.0 | 11935.0 | |
| 20 - 21 | .0 | 1.0 | 7.0 | 53.0 | 230.0 | 775.0 | 1722.0 | 618.0 | 292.0 | 3698.0 | |
| 21 - 22 | .0 | .0 | 17.0 | 105.0 | 350.0 | 1091.0 | 1709.0 | 582.0 | 294.0 | 4143.0 | |
| 22 - 23 | .0 | 1.0 | 6.0 | 36.0 | 156.0 | 450.0 | 1065.0 | 472.0 | 234.0 | 2415.0 | |
| 23 - 24 | .0 | .0 | 1.0 | 31.0 | 107.0 | 337.0 | 872.0 | 322.0 | 198.0 | 1858.0 | |
| 24 - 25 | .0 | .0 | 2.0 | 10.0 | 63.0 | 246.0 | 925.0 | 430.0 | 308.0 | 1984.0 | |
| 25 - 26 | .0 | .0 | 1.0 | 6.0 | 19.0 | 119.0 | 514.0 | 349.0 | 311.0 | 1356.0 | |
| 26 - 27 | .0 | .0 | 1.0 | 3.0 | 13.0 | 40.0 | 366.0 | 241.0 | 300.0 | 1064.0 | |
| 27 - 28 | .0 | .0 | .0 | 2.0 | 7.0 | 24.0 | 160.0 | 114.0 | 100.0 | 406.0 | |
| 28 - 29 | .0 | .0 | 1.0 | 1.0 | 5.0 | 14.0 | 53.0 | 33.0 | 44.0 | 151.0 | |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 7.0 | 10.0 | 51.0 | 39.0 | 62.0 | 145.0 | |
| 30+ | .0 | .0 | 1.0 | 3.0 | 10.0 | 14.0 | 34.0 | 16.0 | 28.0 | 106.0 | |
| Total | 27165.0 | 80119.0 | 264278.0 | 130539.0 | 100210.0 | 75461.0 | 38092.0 | 9287.0 | 3271.0 | 663779.0 | |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1969 | | | | | | | | | | |
| 0 - 1 | 24089.0 | 55239.0 | 85791.0 | 13400.0 | 16680.0 | 147.0 | 52.0 | 2.0 | .0 | 143316.0 |
| 1 - 2 | 551.0 | 11627.0 | 57975.0 | 43874.0 | 8653.0 | 159.0 | 33.0 | 1.0 | .0 | 128893.0 |
| 2 - 3 | 559.0 | 1771.0 | 34681.0 | 59379.0 | 27885.0 | 134.0 | 74.0 | 7.0 | 1.0 | 126742.0 |
| 3 - 4 | 526.0 | 1447.0 | 13160.0 | 23406.0 | 19899.0 | 213.0 | 73.0 | 5.0 | 3.0 | 58736.0 |
| 4 - 5 | 78.0 | 170.0 | 2371.0 | 6272.0 | 11129.0 | 1480.0 | 75.0 | 2.0 | 3.0 | 19598.0 |
| 5 - 6 | 36.0 | 61.0 | 879.0 | 2319.0 | 9535.0 | 3833.0 | 56.0 | 11.0 | 3.0 | 15534.0 |
| 6 - 7 | 24.0 | 44.0 | 688.0 | 1792.0 | 8551.0 | 5895.0 | 72.0 | 5.0 | 2.0 | 16984.0 |
| 7 - 8 | 10.0 | 24.0 | 574.0 | 1505.0 | 6732.0 | 5814.0 | 103.0 | 5.0 | 1.0 | 15769.0 |
| 8 - 9 | .0 | 17.0 | 273.0 | 918.0 | 5304.0 | 7301.0 | 646.0 | 6.0 | 3.0 | 14467.0 |
| 9 - 10 | 11.0 | 17.0 | 200.0 | 672.0 | 4018.0 | 7902.0 | 1046.0 | 11.0 | 2.0 | 14275.0 |
| 10 - 11 | 3.0 | 7.0 | 90.0 | 361.0 | 3014.0 | 7761.0 | 2371.0 | 23.0 | 5.0 | 13655.0 |
| 11 - 12 | 2.0 | 6.0 | 49.0 | 283.0 | 2425.0 | 6272.0 | 2652.0 | 85.0 | 4.0 | 11938.0 |
| 12 - 13 | 3.0 | 7.0 | 97.0 | 991.0 | 3147.0 | 7658.0 | 3692.0 | 204.0 | 1.0 | 15336.0 |
| 13 - 14 | .0 | 2.0 | 62.0 | 808.0 | 2865.0 | 7484.0 | 4800.0 | 413.0 | 13.0 | 1567.0 |
| 14 - 15 | 1.0 | 1.0 | 29.0 | 218.0 | 1317.0 | 4910.0 | 2911.0 | 348.0 | 24.0 | 8755.0 |
| 15 - 16 | .0 | .0 | 79.0 | 150.0 | 1152.0 | 4762.0 | 3184.0 | 525.0 | 74.0 | 976.0 |
| 16 - 17 | 1.0 | .0 | 29.0 | 175.0 | 1163.0 | 6019.0 | 4235.0 | 874.0 | 157.0 | 10631.0 |
| 17 - 18 | .0 | 1.0 | 18.0 | 102.0 | 542.0 | 2016.0 | 2882.0 | 829.0 | 212.0 | 6802.0 |
| 18 - 19 | .0 | 2.0 | 72.0 | 78.0 | 387.0 | 1324.0 | 1637.0 | 639.0 | 151.0 | 4095.0 |
| 19 - 20 | .0 | 1.0 | 25.0 | 90.0 | 415.0 | 1582.0 | 2677.0 | 961.0 | 346.0 | 6067.0 |
| 20 - 21 | .0 | 2.0 | 6.0 | 51.0 | 271.0 | 1108.0 | 2490.0 | 1035.0 | 826.0 | 5389.0 |
| 21 - 22 | .0 | 1.0 | 2.0 | 25.0 | 110.0 | 393.0 | 1100.0 | 874.0 | 265.0 | 2370.0 |
| 22 - 23 | .0 | .0 | 4.0 | 46.0 | 173.0 | 598.0 | 1190.0 | 871.0 | 287.0 | 2759.0 |
| 23 - 24 | .0 | 1.0 | .0 | 17.0 | 97.0 | 264.0 | 696.0 | 625.0 | 726.0 | 1726.0 |
| 24 - 25 | .0 | .0 | .0 | 18.0 | 64.0 | 197.0 | 648.0 | 321.0 | 198.0 | 1422.0 |
| 25 - 26 | .0 | .0 | 2.0 | 7.0 | 34.0 | 159.0 | 691.0 | 415.0 | 323.0 | 1635.0 |
| 26 - 27 | .0 | .0 | .0 | 4.0 | 24.0 | 93.0 | 340.0 | 279.0 | 282.0 | 1024.0 |
| 27 - 28 | .0 | .0 | 1.0 | 3.0 | 12.0 | 66.0 | 262.0 | 230.0 | 270.0 | 866.0 |
| 28 - 29 | .0 | .0 | .0 | 2.0 | 3.0 | 19.0 | 121.0 | 111.0 | 91.0 | 347.0 |
| 29 - 30 | .0 | .0 | .0 | 2.0 | 2.0 | 14.0 | 43.0 | 32.0 | 39.0 | 131.0 |
| 30+ | .0 | .0 | 1.0 | 2.0 | 11.0 | 19.0 | 33.0 | 23.0 | 27.0 | 116.0 |
| Total | 25796.0 | 83799.0 | 166869.0 | 145982.0 | 115665.0 | 82243.0 | 41085.0 | 8572.0 | 3432.0 | 673589.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1970 | | | | | | | | | | |
| 0 - 1 | 77802.0 | 78319.0 | 85255.0 | 91164.0 | 1436.0 | 96.0 | 7.0 | .0 | .0 | 162111.0 |
| 1 - 2 | 785.0 | 15617.0 | 58091.0 | 85852.0 | 3692.0 | 154.0 | 20.0 | 1.0 | .0 | 123570.0 |
| 2 - 3 | 337.0 | 2424.0 | 21777.0 | 47566.0 | 20956.0 | 153.0 | 28.0 | .0 | .0 | 89243.0 |
| 3 - 4 | 387.0 | 1322.0 | 13152.0 | 40607.0 | 42800.0 | 430.0 | 48.0 | 5.0 | .0 | 98794.0 |
| 4 - 5 | 108.0 | 180.0 | 2656.0 | 4464.0 | 9536.0 | 1739.0 | 55.0 | 3.0 | 1.0 | 18742.0 |
| 5 - 6 | 29.0 | 55.0 | 1179.0 | 2489.0 | 8004.0 | 3973.0 | 56.0 | 2.0 | 2.0 | 15764.0 |
| 6 - 7 | 21.0 | 46.0 | 450.0 | 1209.0 | 6139.0 | 4362.0 | 58.0 | 10.0 | 3.0 | 13268.0 |
| 7 - 8 | 16.0 | 12.0 | 310.0 | 1175.0 | 6165.0 | 7051.0 | 109.0 | 8.0 | 3.0 | 14884.0 |
| 8 - 9 | 7.0 | 9.0 | 269.0 | 1091.0 | 4588.0 | 7236.0 | 548.0 | 6.0 | 1.0 | 13735.0 |
| 9 - 10 | 4.0 | 14.0 | 178.0 | 671.0 | 3468.0 | 7438.0 | 1201.0 | 12.0 | .0 | 12932.0 |
| 10 - 11 | 4.0 | 4.0 | 75.0 | 416.0 | 2532.0 | 7504.0 | 2171.0 | 22.0 | 2.0 | 12733.0 |
| 11 - 12 | 2.0 | 1.0 | 37.0 | 241.0 | 2012.0 | 7399.0 | 3157.0 | 99.0 | 3.0 | 12951.0 |
| 12 - 13 | 1.0 | .0 | 25.0 | 176.0 | 1665.0 | 6003.0 | 3491.0 | 215.0 | 6.0 | 11592.0 |
| 13 - 14 | 1.0 | 1.0 | 53.0 | 343.0 | 2337.0 | 7252.0 | 6474.0 | 654.0 | 15.0 | 14973.0 |
| 14 - 15 | 1.0 | .0 | 43.0 | 290.0 | 2076.0 | 6968.0 | 5128.0 | 687.0 | 64.0 | 15265.0 |
| 15 - 16 | 2.0 | .0 | 27.0 | 169.0 | 983.0 | 7455.0 | 5283.0 | 561.0 | 59.0 | 4595.0 |
| 16 - 17 | .0 | .0 | 27.0 | 124.0 | 866.0 | 3270.0 | 3407.0 | 758.0 | 154.0 | 9600.0 |
| 17 - 18 | .0 | .0 | 21.0 | 130.0 | 898.0 | 3589.0 | 4420.0 | 1181.0 | 277.0 | 10476.0 |
| 18 - 19 | 1.0 | .0 | 18.0 | 79.0 | 437.0 | 1799.0 | 2755.0 | 1043.0 | 311.0 | 6439.0 |
| 19 - 20 | 1.0 | .0 | 15.0 | 68.0 | 235.0 | 852.0 | 1300.0 | 477.0 | 186.0 | 3123.0 |
| 20 - 21 | .0 | .0 | 2.0 | 33.2 | 129.0 | 552.0 | 1437.0 | 764.0 | 310.0 | 3227.0 |
| 21 - 22 | .0 | 1.0 | 2.0 | 18.0 | 125.0 | 562.0 | 1538.0 | 809.0 | 393.0 | 3449.0 |
| 22 - 23 | .0 | .0 | .0 | 14.0 | 57.0 | 247.0 | 672.0 | 413.0 | 263.0 | 1646.0 |
| 23 - 24 | .0 | .0 | 1.0 | 28.0 | 103.0 | 398.0 | 906.0 | 424.0 | 267.0 | 2127.0 |
| 24 - 25 | .0 | .0 | .0 | 7.0 | 50.0 | 147.0 | 526.0 | 372.0 | 235.0 | 1397.0 |
| 25 - 26 | .0 | .0 | .0 | .0 | 41.0 | 139.0 | 506.0 | 301.0 | 199.0 | 1197.0 |
| 26 - 27 | .0 | .0 | .0 | 4.0 | 33.0 | 114.0 | 512.0 | 351.0 | 299.0 | 1313.0 |
| 27 - 28 | .0 | .0 | .0 | 2.0 | 20.0 | 72.0 | 268.0 | 256.0 | 259.0 | 857.0 |
| 28 - 29 | .0 | .0 | 1.0 | 3.0 | 12.0 | 56.0 | 217.0 | 209.0 | 255.0 | 753.0 |
| 29 - 30 | .0 | .0 | .0 | 2.0 | 3.0 | 14.0 | 97.0 | 100.0 | 89.0 | 305.0 |
| 30+ | .0 | .0 | 1.0 | 1.0 | 8.0 | 27.0 | 34.0 | 18.0 | 26.0 | 115.0 |
| Total | 29527.0 | 97804.0 | 147536.0 | 152033.0 | 171431.0 | 94149.0 | 62003.0 | 9561.0 | 3665.0 | 484109.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|----------|----------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1971 | | | | | | | | | | |
| 0 - 1 | 15948.0 | 53028.0 | 37848.0 | 63484.0 | 3284.0 | 98.0 | 5.0 | 1.0 | .0 | 110164.0 |
| 1 - 2 | 17256.0 | 72516.0 | 59328.0 | 44024.0 | 2891.0 | 111.0 | 9.0 | .0 | 1.0 | 139097.0 |
| 2 - 3 | 265.0 | 1968.0 | 20978.0 | 45739.0 | 20187.0 | 124.0 | 15.0 | 1.0 | .0 | 90142.0 |
| 3 - 4 | 142.0 | 837.0 | 11237.0 | 25515.0 | 27087.0 | 314.0 | 18.0 | 1.0 | .0 | 65152.0 |
| 4 - 5 | 77.0 | 101.0 | 1924.0 | 3480.0 | 10238.0 | 1720.0 | 31.0 | 4.0 | 1.0 | 17580.0 |
| 5 - 6 | 35.0 | 62.0 | 1572.0 | 2603.0 | 7691.0 | 3138.0 | 36.0 | 1.0 | 1.0 | 15139.0 |
| 6 - 7 | 14.0 | 24.0 | 679.0 | 1427.0 | 5827.0 | 4733.0 | 43.0 | 6.0 | 3.0 | 12756.0 |
| 7 - 8 | 9.0 | 14.0 | 277.0 | 785.0 | 4434.0 | 5926.0 | 65.0 | 9.0 | 5.0 | 11124.0 |
| 8 - 9 | 5.0 | 6.0 | 164.0 | 757.0 | 4364.0 | 5807.0 | 257.0 | 7.0 | 2.0 | 12399.0 |
| 9 - 10 | 5.0 | 1.0 | 176.0 | 775.0 | 3406.0 | 5740.0 | 817.0 | 3.0 | 2.0 | 11925.0 |
| 10 - 11 | 7.0 | 7.0 | 67.0 | 427.0 | 2504.0 | 5822.0 | 1467.0 | 13.0 | 1.0 | 11306.0 |
| 11 - 12 | 1.0 | .0 | 58.0 | 288.0 | 2000.0 | 7106.0 | 2482.0 | 65.0 | 3.0 | 12003.0 |
| 12 - 13 | 4.0 | 5.0 | 75.0 | 164.0 | 1592.0 | 5851.0 | 3455.0 | 243.0 | 6.0 | 12345.0 |
| 13 - 14 | 1.0 | 7.0 | 20.0 | 119.0 | 1307.0 | 5822.0 | 3655.0 | 366.0 | 12.0 | 11105.0 |
| 14 - 15 | 2.0 | 2.0 | 32.0 | 296.0 | 1924.0 | 5819.0 | 4710.0 | 517.0 | 53.0 | 14480.0 |
| 15 - 16 | 2.0 | 1.0 | 32.0 | 297.0 | 1784.0 | 5845.0 | 5362.0 | 90.0 | 116.0 | 14897.0 |
| 16 - 17 | .0 | .0 | 37.0 | 120.0 | 993.0 | 3295.0 | 3384.0 | 660.0 | 106.0 | 8391.0 |
| 17 - 18 | .0 | .0 | 28.0 | 93.0 | 721.0 | 3076.0 | 3454.0 | 888.0 | 710.0 | 8464.0 |
| 18 - 19 | .0 | .0 | 18.0 | 116.0 | 747.0 | 3277.0 | 4360.0 | 1313.0 | 360.0 | 10191.0 |
| 19 - 20 | 1.0 | .0 | 9.0 | 42.0 | 278.0 | 1108.0 | 2044.0 | 897.0 | 318.0 | 4698.0 |
| 20 - 21 | .0 | .0 | 8.0 | 8.0 | 72.0 | 270.0 | 507.0 | 292.0 | 162.0 | 1397.0 |
| 21 - 22 | .0 | .0 | 1.0 | 8.0 | 47.0 | 276.0 | 785.0 | 559.0 | 253.0 | 1029.0 |
| 22 - 23 | .0 | .0 | 2.0 | 0.0 | 54.0 | 280.0 | 943.0 | 548.0 | 314.0 | 2150.0 |
| 23 - 24 | .0 | .0 | 1.0 | 5.0 | 37.0 | 142.0 | 420.0 | 328.0 | 705.0 | 1134.0 |
| 24 - 25 | .0 | .0 | 2.0 | 11.0 | 55.0 | 257.0 | 662.0 | 363.0 | 234.0 | 1564.0 |
| 25 - 26 | .0 | .0 | 0.0 | 3.0 | 72.0 | 134.0 | 382.0 | 327.0 | 712.0 | 1090.0 |
| 26 - 27 | .0 | .0 | 0.0 | 2.0 | 19.0 | 104.0 | 323.0 | 224.0 | 152.0 | 624.0 |
| 27 - 28 | .0 | .0 | 0.0 | 4.0 | 22.0 | 66.0 | 338.0 | 276.0 | 249.0 | 976.0 |
| 28 - 29 | .0 | .0 | 0.0 | 3.0 | 21.0 | 59.0 | 203.0 | 225.0 | 236.0 | 747.0 |
| 29 - 30 | .0 | .0 | 1.0 | 2.0 | 10.0 | 52.0 | 184.0 | 175.0 | 196.0 | 620.0 |
| 30+ | .0 | .0 | 1.0 | 1.0 | 9.0 | 29.0 | 41.0 | 29.0 | 36.0 | 146.0 |
| Total | 17734.0 | 75563.0 | 143042.0 | 124361.0 | 100397.0 | \$1507.0 | 4 0555.0 | 9311.0 | 3429.0 | 605898.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1972 | | | | | | | | | | |
| 0 - 1 | 11452.0 | 77761.0 | 30026.0 | 6013.0 | 121.0 | 31.0 | 5.0 | .0 | .0 | 90413.0 |
| 1 - 2 | 728.0 | 15421.0 | 52337.0 | 24229.0 | 981.0 | 103.0 | 3.0 | 1.0 | .0 | 93794.0 |
| 2 - 3 | 764.0 | 1264.0 | 20862.0 | 66105.0 | 14574.0 | 118.0 | 7.0 | .0 | .0 | 94297.0 |
| 3 - 4 | 123.0 | 655.0 | 9778.0 | 29743.0 | 29945.0 | 204.0 | 18.0 | 1.0 | .0 | 69947.0 |
| 4 - 5 | 28.0 | 50.0 | 1887.0 | 3507.0 | 9395.0 | 1153.0 | 19.0 | 3.0 | .0 | 15642.0 |
| 5 - 6 | 27.0 | 29.0 | 1061.0 | 2233.0 | 9194.0 | 7035.0 | 27.0 | 3.0 | 4.0 | 14613.0 |
| 6 - 7 | 12.0 | 21.0 | 781.0 | 2097.0 | 5931.0 | 3685.0 | 37.0 | 2.0 | 2.0 | 12518.0 |
| 7 - 8 | 8.0 | 17.0 | 347.0 | 1168.0 | 4636.0 | 4820.0 | 59.0 | 9.0 | 1.0 | 11038.0 |
| 8 - 9 | 6.0 | 6.0 | 104.0 | 607.0 | 3342.0 | 5282.0 | 196.0 | 8.0 | 6.0 | 9406.0 |
| 9 - 10 | 7.0 | 7.0 | 53.0 | 552.0 | 3385.0 | 6393.0 | 674.0 | 6.0 | 2.0 | 11091.0 |
| 10 - 11 | 6.0 | 6.0 | 78.0 | 619.0 | 2702.0 | 4665.0 | 1180.0 | 6.0 | 3.0 | 11057.0 |
| 11 - 12 | 1.0 | 2.0 | 40.0 | 351.0 | 2075.0 | 5534.0 | 1403.0 | 59.0 | 2.0 | 10867.0 |
| 12 - 13 | 1.0 | 0.0 | 73.0 | 240.0 | 1624.0 | 4686.0 | 2792.0 | 198.0 | 6.0 | 11576.0 |
| 13 - 14 | 1.0 | 0.0 | 73.0 | 144.0 | 1200.0 | 4390.0 | 3736.0 | 415.0 | 25.0 | 12026.0 |
| 14 - 15 | 0.0 | 0.0 | 13.0 | 93.0 | 1049.0 | 5254.0 | 3817.0 | 541.0 | 48.0 | 10865.0 |
| 15 - 16 | 1.0 | 0.0 | 25.0 | 216.0 | 1671.0 | 6349.0 | 4889.0 | 856.0 | 132.0 | 14154.0 |
| 16 - 17 | 0.0 | 0.0 | 16.0 | 177.0 | 1470.0 | 4138.0 | 5510.0 | 1138.0 | 236.0 | 14695.0 |
| 17 - 18 | 0.0 | 0.0 | 16.0 | 105.0 | 679.0 | 3047.0 | 3451.0 | 775.0 | 184.0 | 8257.0 |
| 18 - 19 | 1.0 | 0.0 | 21.0 | 79.0 | 612.0 | 2779.0 | 3395.0 | 945.0 | 294.0 | 8130.0 |
| 19 - 20 | 1.0 | 0.0 | 10.0 | 71.0 | 419.0 | 1809.0 | 3013.0 | 1090.0 | 376.0 | 6868.0 |
| 20 - 21 | 0.0 | 0.0 | 0.0 | 0.0 | 87.0 | 379.0 | 968.0 | 528.0 | 263.0 | 2233.0 |
| 21 - 22 | 0.0 | 0.0 | 1.0 | 4.0 | 26.0 | 118.0 | 369.0 | 183.0 | 112.0 | 813.0 |
| 22 - 23 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 20.0 | 132.0 | 453.0 | 364.0 | 214.0 |
| 23 - 24 | 0.0 | 0.0 | 0.0 | 0.0 | 6.0 | 22.0 | 145.0 | 595.0 | 385.0 | 274.0 |
| 24 - 25 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 16.0 | 77.0 | 274.0 | 257.0 | 1427.0 |
| 25 - 26 | 0.0 | 0.0 | 0.0 | 0.0 | 3.0 | 24.0 | 153.0 | 506.0 | 290.0 | 803.0 |
| 26 - 27 | 0.0 | 0.0 | 0.0 | 0.0 | 1.0 | 12.0 | 44.0 | 264.0 | 228.0 | 181.0 |
| 27 - 28 | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 9.0 | 66.0 | 237.0 | 180.0 | 770.0 |
| 28 - 29 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9.0 | 76.0 | 287.0 | 255.0 | 122.0 |
| 29 - 30 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 616.0 |
| 30+ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 262.0 |
| Total | 12781.0 | 53227.0 | 134680.0 | 119316.0 | 94372.0 | 77693.0 | 58864.0 | 9018.0 | 3389.0 | 542298.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1973 | | | | | | | | | | |
| 0 - 1 | 25801.0 | 23035.0 | 20559.0 | 18324.0 | 77.0 | 13.0 | 7.0 | 1.0 | .0 | 93817.0 |
| 1 - 2 | 587.0 | 17226.0 | 64294.0 | 20210.0 | 872.0 | 40.0 | 4.0 | .0 | .0 | 79534.0 |
| 2 - 3 | 218.0 | 2770.0 | 21539.0 | 31540.0 | 8049.0 | 72.0 | 6.0 | .0 | 1.0 | 64205.0 |
| 3 - 4 | 129.0 | 1095.0 | 14091.0 | 36859.0 | 28049.0 | 152.0 | 9.0 | 2.0 | .0 | 80435.0 |
| 4 - 5 | 6.0 | 46.0 | 1957.0 | 4361.0 | 12712.0 | 1090.0 | 23.0 | 3.0 | .0 | 20208.0 |
| 5 - 6 | 7.0 | 11.0 | 470.0 | 1981.0 | 7657.0 | 2662.0 | 26.0 | 2.0 | .0 | 13216.0 |
| 6 - 7 | 5.0 | 18.0 | 576.0 | 1422.0 | 5762.0 | 8070.0 | 29.0 | 3.0 | 2.0 | 11943.0 |
| 7 - 8 | 4.0 | 9.0 | 412.0 | 1550.0 | 4950.0 | 4335.0 | 55.0 | 3.0 | .0 | 11318.0 |
| 8 - 9 | 4.0 | 7.0 | 232.0 | 863.0 | 3797.0 | 4997.0 | 127.0 | 10.0 | 1.0 | 9920.0 |
| 9 - 10 | 5.0 | 3.0 | 91.0 | 420.0 | 2634.0 | 5191.0 | 405.0 | 5.0 | 4.0 | 978.0 |
| 10 - 11 | 2.0 | 2.0 | 40.0 | 339.0 | 2653.0 | 5286.0 | 936.0 | 12.0 | 1.0 | 10231.0 |
| 11 - 12 | 1.0 | 1.0 | 39.0 | 477.0 | 2257.0 | 5366.0 | 1464.0 | 38.0 | 2.0 | 10645.0 |
| 12 - 13 | .0 | 1.0 | 25.0 | 250.0 | 1731.0 | 5225.0 | 2071.0 | 169.0 | 4.0 | 10485.0 |
| 13 - 14 | .0 | .0 | 70.0 | 191.0 | 1392.0 | 5236.0 | 3027.0 | 414.0 | 20.0 | 11220.0 |
| 14 - 15 | .0 | .0 | 10.0 | 119.0 | 1036.0 | 5922.0 | 3991.0 | 683.0 | 53.0 | 11734.0 |
| 15 - 16 | .0 | .0 | 14.0 | 70.0 | 877.0 | 4828.0 | 3957.0 | 814.0 | 117.0 | 10672.0 |
| 16 - 17 | .0 | .0 | 1.0 | 165.0 | 1410.0 | 5864.0 | 5075.0 | 1116.0 | 261.0 | 13890.0 |
| 17 - 18 | .0 | .0 | 18.0 | 146.0 | 1239.0 | 5694.0 | 5526.0 | 1394.0 | 382.0 | 14495.0 |
| 18 - 19 | .0 | 1.0 | 14.0 | 105.0 | 597.0 | 2730.0 | 3447.0 | 866.0 | 281.0 | 9041.0 |
| 19 - 20 | .0 | .0 | 17.0 | 29.0 | 321.0 | 1577.0 | 2322.0 | 804.0 | 316.0 | 5392.0 |
| 20 - 21 | .0 | .0 | 6.0 | 15.0 | 133.0 | 573.0 | 1522.0 | 712.0 | 369.0 | 3330.0 |
| 21 - 22 | .0 | .0 | .0 | 2.0 | 35.0 | 168.0 | 594.0 | 389.0 | 257.0 | 1445.0 |
| 22 - 23 | .0 | .0 | 1.0 | 1.0 | 12.0 | 60.0 | 244.0 | 125.0 | 104.0 | 556.0 |
| 23 - 24 | .0 | .0 | 1.0 | 5.0 | 14.0 | 42.0 | 333.0 | 264.0 | 714.0 | 913.0 |
| 24 - 25 | .0 | .0 | .0 | 1.0 | 16.0 | 74.0 | 429.0 | 312.0 | 282.0 | 1114.0 |
| 25 - 26 | .0 | .0 | .0 | 1.0 | 15.0 | 53.0 | 224.0 | 210.0 | 159.0 | 691.0 |
| 26 - 27 | .0 | .0 | .0 | 1.0 | 14.0 | 91.0 | 328.0 | 232.0 | 729.0 | 899.0 |
| 27 - 28 | .0 | .0 | .0 | .0 | 4.0 | 53.0 | 187.0 | 180.0 | 181.0 | 610.0 |
| 28 - 29 | .0 | 1.0 | .0 | .0 | .0 | 50.0 | 205.0 | 154.0 | 130.0 | 545.0 |
| 29 - 30 | .0 | .0 | .0 | 3.0 | 7.0 | 49.0 | 227.0 | 214.0 | 201.0 | 701.0 |
| 30+ | .0 | .0 | .0 | .0 | 14.0 | 43.0 | 53.0 | 52.0 | 64.0 | 226.0 |
| Total | 75767.0 | 50187.0 | 114717.0 | 105459.0 | 86326.0 | 75515.0 | 76463.0 | 9193.0 | 3654.0 | 510669.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|---------|---------|---------|---------|---------|--------|--------|----------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1974 | | | | | | | | | | | |
| 0 - 1 | 29477.0 | 52701.0 | 12546.0 | 4202.0 | 110.0 | 38.0 | 26.0 | 3.0 | 3.0 | 99514.0 | |
| 1 - 2 | 2564.0 | 23066.0 | 12505.0 | 27044.0 | 569.0 | 29.0 | 6.0 | 3.0 | 1.0 | 41947.0 | |
| 2 - 3 | 204.0 | 7201.0 | 15754.0 | 28339.0 | 6946.0 | 60.0 | 17.0 | 5.0 | .0 | 54566.0 | |
| 3 - 4 | 98.0 | 286.0 | 9107.0 | 27452.0 | 18471.0 | 99.0 | 18.0 | .0 | 2.0 | 56133.0 | |
| 4 - 5 | 22.0 | 90.0 | 2030.0 | 6350.0 | 14494.0 | 437.0 | 23.0 | 5.0 | .0 | 23451.0 | |
| 5 - 6 | 8.0 | 26.0 | 1240.0 | 2440.0 | 11515.0 | 2060.0 | 69.0 | 6.0 | 1.0 | 17347.0 | |
| 6 - 7 | 2.0 | 10.0 | 522.0 | 1182.0 | 5644.0 | 2730.0 | 69.0 | 2.0 | .0 | 10356.0 | |
| 7 - 8 | 2.0 | 7.0 | 708.0 | 1045.0 | 5181.0 | 4166.0 | 50.0 | 6.0 | 3.0 | 10850.0 | |
| 8 - 9 | 2.0 | 5.0 | 275.0 | 1131.0 | 4575.0 | 4327.0 | 66.0 | 9.0 | 6.0 | 10419.0 | |
| 9 - 10 | 1.0 | 5.0 | 111.0 | 633.0 | 3370.0 | 4772.0 | 297.0 | 10.0 | 7.0 | 9202.0 | |
| 10 - 11 | 2.0 | 1.0 | 73.0 | 278.0 | 2246.0 | 5041.0 | 576.0 | 14.0 | 6.0 | 8195.0 | |
| 11 - 12 | 2.0 | .0 | 23.0 | 228.0 | 2267.0 | 5145.0 | 1171.0 | 30.0 | 2.0 | 9873.0 | |
| 12 - 13 | 1.0 | 2.0 | 71.0 | 356.0 | 2044.0 | 5193.0 | 1711.0 | 104.0 | 7.0 | 10449.0 | |
| 13 - 14 | .0 | 1.0 | 21.0 | 212.0 | 1491.0 | 5032.0 | 2336.0 | 286.0 | 23.0 | 10304.0 | |
| 14 - 15 | .0 | 1.0 | 15.0 | 160.0 | 1116.0 | 5795.0 | 3165.0 | 558.0 | 46.0 | 10854.0 | |
| 15 - 16 | .0 | 1.0 | 6.0 | 103.0 | 902.0 | 5406.0 | 4005.0 | 602.0 | 109.0 | 11333.0 | |
| 16 - 17 | 1.0 | .0 | 3.0 | 65.0 | 73.0 | 4526.0 | 3959.0 | 973.0 | 179.0 | 10450.0 | |
| 17 - 18 | .0 | .0 | 17.0 | 143.0 | 1277.0 | 5609.0 | 5152.0 | 1227.0 | 32.0 | 13749.0 | |
| 18 - 19 | .0 | 1.0 | 9.0 | 125.0 | 1117.0 | 5326.0 | 5550.0 | 1475.0 | 443.0 | 14046.0 | |
| 19 - 20 | .0 | .0 | 11.0 | 60.0 | 372.0 | 1856.0 | 2585.0 | 752.0 | 298.0 | 5938.0 | |
| 20 - 21 | .0 | .0 | 6.0 | 4.0 | 95.0 | 587.0 | 1323.0 | 578.0 | 275.0 | 2852.0 | |
| 21 - 22 | .0 | .0 | 1.0 | 9.0 | 49.0 | 295.0 | 1012.0 | 539.0 | 364.0 | 2269.0 | |
| 22 - 23 | .0 | .0 | .0 | 1.0 | 21.0 | 104.0 | 423.0 | 289.0 | 227.0 | 1065.0 | |
| 23 - 24 | .0 | .0 | .0 | 1.0 | 16.0 | 47.0 | 176.0 | 107.0 | 95.0 | 440.0 | |
| 24 - 25 | .0 | .0 | .0 | 2.0 | 11.0 | 66.0 | 262.0 | 221.0 | 204.0 | 768.0 | |
| 25 - 26 | .0 | .0 | .0 | .0 | 16.0 | 57.0 | 361.0 | 261.0 | 279.0 | 978.0 | |
| 26 - 27 | .0 | .0 | .0 | 1.0 | 9.0 | 38.0 | 184.0 | 155.0 | 186.0 | 574.0 | |
| 27 - 28 | .0 | .0 | .0 | 1.0 | 10.0 | 68.0 | 256.0 | 195.0 | 219.0 | 748.0 | |
| 28 - 29 | .0 | .0 | .0 | 1.0 | 9.0 | 87.0 | 156.0 | 145.0 | 176.0 | 533.0 | |
| 29 - 30 | .0 | .0 | .0 | .0 | 6.0 | 32.0 | 166.0 | 132.0 | 130.0 | 464.0 | |
| 30+ | .0 | .0 | .0 | .0 | 2.0 | 11.0 | 45.0 | 94.0 | 105.0 | 93.0 | 350.0 |
| Total | 32768.0 | 80007.0 | 24764.0 | 97573.0 | 45059.0 | 71413.0 | 35244.0 | 9001.0 | 3702.0 | 490009.0 | |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|---------|---------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1975 | | | | | | | | | | |
| 0 - 1 | 20154.0 | 20657.0 | 21970.0 | 25955.0 | 79.0 | 12.0 | 3.0 | .0 | .0 | 95120.0 |
| 1 - 2 | 40984.0 | 24704.0 | 29415.0 | 17940.0 | 395.0 | 41.0 | 18.0 | 3.0 | 1.0 | 85651.0 |
| 2 - 3 | 997.0 | 6171.0 | 19594.0 | 30363.0 | 5059.0 | 40.0 | 8.0 | 3.0 | 1.0 | 63146.0 |
| 3 - 4 | 150.0 | 1076.0 | 7304.0 | 23959.0 | 14395.0 | 127.0 | 13.0 | 3.0 | .0 | 47050.0 |
| 4 - 5 | 40.0 | 115.0 | 2109.0 | 6731.0 | 1179.0 | 685.0 | 20.0 | 2.0 | 1.0 | 21443.0 |
| 5 - 6 | 15.0 | 40.0 | 1105.0 | 3570.0 | 12811.0 | 1650.0 | 30.0 | 3.0 | 2.0 | 19458.0 |
| 6 - 7 | 11.0 | 10.0 | 987.0 | 1267.0 | 7950.0 | 2770.0 | 44.0 | 6.0 | .0 | 13045.0 |
| 7 - 8 | 7.0 | 7.0 | 7024.0 | 896.0 | 4947.0 | 2973.0 | 60.0 | 5.0 | .0 | 9321.0 |
| 8 - 9 | 1.0 | 9.0 | 371.0 | 912.0 | 4395.0 | 8252.0 | 117.0 | 7.0 | 6.0 | 9490.0 |
| 9 - 10 | 1.0 | 7.0 | 160.0 | 932.0 | 4004.0 | 8209.0 | 260.0 | 9.0 | 3.0 | 9585.0 |
| 10 - 11 | 1.0 | 1.0 | 79.0 | 477.0 | 2772.0 | 4502.0 | 589.0 | 15.0 | 3.0 | 8439.0 |
| 11 - 12 | .0 | .0 | 26.0 | 212.0 | 1878.0 | 4733.0 | 939.0 | 20.0 | 5.0 | 7805.0 |
| 12 - 13 | .0 | 1.0 | 35.0 | 192.0 | 1892.0 | 5738.0 | 1565.0 | 89.0 | 3.0 | 9523.0 |
| 13 - 14 | .0 | 1.0 | 30.0 | 307.0 | 1741.0 | 5727.0 | 2156.0 | 190.0 | 14.0 | 10168.0 |
| 14 - 15 | .0 | 1.0 | 12.0 | 185.0 | 1254.0 | 5410.0 | 2751.0 | 421.0 | 45.0 | 10083.0 |
| 15 - 16 | .0 | .0 | 12.0 | 141.0 | 934.0 | 5218.0 | 3498.0 | 704.0 | 115.0 | 10626.0 |
| 16 - 17 | .0 | .0 | 5.0 | 83.0 | 784.0 | 8827.0 | 4225.0 | 975.0 | 201.0 | 11060.0 |
| 17 - 18 | .0 | .0 | 6.0 | 56.0 | 612.0 | 8147.0 | 4073.0 | 1147.0 | 290.0 | 10331.0 |
| 18 - 19 | .0 | .0 | 10.0 | 120.0 | 1045.0 | 5009.0 | 5023.0 | 1360.0 | 403.0 | 13010.0 |
| 19 - 20 | .0 | 2.0 | 4.0 | 66.0 | 616.0 | 2722.0 | 3918.0 | 1226.0 | 667.0 | 9121.0 |
| 20 - 21 | .0 | .0 | 3.0 | 10.0 | 87.0 | 634.0 | 1429.0 | 549.0 | 247.0 | 2963.0 |
| 21 - 22 | .0 | .0 | 1.0 | 2.0 | 70.0 | 258.0 | 493.0 | 473.0 | 249.0 | 1915.0 |
| 22 - 23 | .0 | .0 | 1.0 | 0.0 | 25.0 | 198.0 | 657.0 | 397.0 | 334.0 | 1566.0 |
| 23 - 24 | .0 | .0 | .0 | .0 | 7.0 | 64.0 | 305.0 | 232.0 | 211.0 | 819.0 |
| 24 - 25 | .0 | .0 | .0 | 1.0 | 3.0 | 26.0 | 134.0 | 81.0 | 86.0 | 336.0 |
| 25 - 26 | .0 | .0 | 1.0 | 1.0 | 7.0 | 35.0 | 205.0 | 190.0 | 196.0 | 635.0 |
| 26 - 27 | .0 | .0 | .0 | .0 | 0.0 | 31.0 | 242.0 | 196.0 | 244.0 | 721.0 |
| 27 - 28 | .0 | .0 | 1.0 | 1.0 | 3.0 | 13.0 | 140.0 | 122.0 | 167.0 | 447.0 |
| 28 - 29 | .0 | .0 | .0 | 1.0 | 7.0 | 43.0 | 220.0 | 169.0 | 214.0 | 654.0 |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 3.0 | 30.0 | 121.0 | 124.0 | 153.0 | 432.0 |
| 30+ | .0 | .0 | .0 | 4.0 | 7.0 | 27.0 | 84.0 | 79.0 | 107.0 | 308.0 |
| Total | 36758.0 | 72907.0 | 87265.0 | 92044.0 | 80577.0 | 66370.0 | 13760.0 | 9800.0 | 3768.0 | 474735.0 |

Table A-1 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|---------|---------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1976 | | | | | | | | | | |
| 0 - 1 | 25451.0 | 47568.0 | 11936.0 | 9514.0 | 75.0 | 26.0 | 6.0 | 2.0 | .0 | 89658.0 |
| 1 - 2 | 2897.0 | 22762.0 | 31722.0 | 12961.0 | 184.0 | 42.0 | 12.0 | 1.0 | .0 | 70581.0 |
| 2 - 3 | 1141.0 | 6006.0 | 24007.0 | 31875.0 | 3045.0 | 87.0 | 16.0 | 4.0 | 3.0 | 66224.0 |
| 3 - 4 | 232.0 | 1231.0 | 8279.0 | 22531.0 | 14864.0 | 98.0 | 12.0 | 1.0 | 3.0 | 47241.0 |
| 4 - 5 | 38.0 | 98.0 | 2196.0 | 6777.0 | 12795.0 | 539.0 | 21.0 | 4.0 | .0 | 22469.0 |
| 5 - 6 | 17.0 | 39.0 | 879.0 | 7659.0 | 12544.0 | 1984.0 | 31.0 | 2.0 | 2.0 | 19156.0 |
| 6 - 7 | 14.0 | 21.0 | 637.0 | 1589.0 | 961.0 | 1262.0 | 36.0 | 1.0 | 3.0 | 15249.0 |
| 7 - 8 | 3.0 | 11.0 | 513.0 | 1134.0 | 6137.0 | 411F.0 | 58.0 | 6.0 | 2.0 | 11980.0 |
| 8 - 9 | 3.0 | 7.0 | 216.0 | 921.0 | 3904.0 | 3655.0 | 118.0 | 13.0 | 1.0 | 8838.0 |
| 9 - 10 | 2.0 | 3.0 | 162.0 | 720.0 | 3300.0 | 4718.0 | 333.0 | 7.0 | 5.0 | 9250.0 |
| 10 - 11 | 3.0 | 4.0 | 95.0 | 603.0 | 3133.0 | 4518.0 | 551.0 | 13.0 | 5.0 | 8015.0 |
| 11 - 12 | 1.0 | .0 | 49.0 | 308.0 | 2147.0 | 4698.0 | 911.0 | 25.0 | 6.0 | 8143.3 |
| 12 - 13 | 1.0 | 1.0 | 29.0 | 135.0 | 1392.0 | 4693.0 | 1281.0 | 54.0 | 6.0 | 7545.0 |
| 13 - 14 | 1.0 | .0 | 23.0 | 124.0 | 1407.0 | 5533.0 | 2038.0 | 157.0 | 7.0 | 9290.0 |
| 14 - 15 | 1.0 | .0 | 22.0 | 190.0 | 1404.0 | 5505.0 | 2581.0 | 299.0 | 32.0 | 10038.0 |
| 15 - 16 | 2.0 | 1.0 | 5.0 | 124.0 | 957.0 | 5085.0 | 3098.0 | 535.0 | 97.0 | 9905.0 |
| 16 - 17 | .0 | .0 | 13.0 | 97.0 | 721.0 | 4805.0 | 3729.0 | 832.0 | 178.0 | 10371.0 |
| 17 - 18 | .0 | .0 | 4.0 | 49.0 | 591.0 | 4479.0 | 4333.0 | 1126.0 | 303.0 | 10895.0 |
| 18 - 19 | .0 | .0 | 7.0 | 38.0 | 425.0 | 3713.0 | 3930.0 | 1240.0 | 363.0 | 9716.0 |
| 19 - 20 | .0 | .0 | 6.0 | 45.0 | 449.0 | 2698.0 | 3453.0 | 1133.0 | 416.0 | 8190.0 |
| 20 - 21 | 1.0 | .0 | 2.0 | 11.0 | 111.0 | 498.0 | 2190.0 | 872.0 | 368.0 | 6548.0 |
| 21 - 22 | .0 | .0 | 3.0 | 10.0 | 37.0 | 315.0 | 934.0 | 383.0 | 202.0 | 1884.0 |
| 22 - 23 | .0 | .0 | 3.0 | 3.0 | 13.0 | 170.0 | 596.0 | 342.0 | 204.0 | 1331.0 |
| 23 - 24 | .0 | .0 | 1.0 | 1.0 | 15.0 | 45.0 | 446.0 | 303.0 | 294.0 | 1145.0 |
| 24 - 25 | .0 | .0 | .0 | .0 | 5.0 | 56.0 | 243.0 | 189.0 | 193.0 | 646.0 |
| 25 - 26 | .0 | .0 | 1.0 | 1.0 | 4.0 | 20.0 | 98.0 | 72.0 | 78.0 | 280.0 |
| 26 - 27 | .0 | .0 | 1.0 | 2.0 | 4.0 | 31.0 | 144.0 | 135.0 | 164.0 | 483.0 |
| 27 - 28 | .0 | .0 | 1.0 | 1.0 | 4.0 | 29.0 | 174.0 | 155.0 | 224.0 | 587.0 |
| 28 - 29 | .0 | .0 | .0 | 1.0 | 4.0 | 20.0 | 121.0 | 106.0 | 139.0 | 385.0 |
| 29 - 30 | .0 | .0 | 1.0 | 1.0 | 4.0 | 30.0 | 171.0 | 126.0 | 161.0 | 494.0 |
| 30+ | .0 | .0 | 1.0 | 1.0 | 7.0 | 30.0 | 68.0 | 69.0 | 105.0 | 281.0 |
| Total | 23908.0 | 72774.0 | 80903.0 | 93324.0 | 79414.0 | 65965.0 | 31733.0 | 8211.0 | 3556.0 | 465748.0 |

Table A-2
Total PEBD ALNAV Enlisted Personnel Inventory

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1966 | | | | | | | | | | |
| 0 - 1 | 21206.0 | 52732.0 | 12982.0 | 42.0 | 3.0 | 1.0 | 1.0 | .0 | .0 | 86965.0 |
| 1 - 2 | 1367.0 | 22538.0 | 57928.0 | 10962.0 | 10.0 | .0 | .0 | .0 | .0 | 97805.0 |
| 2 - 3 | 600.0 | 6398.0 | 41584.0 | 33002.0 | 3501.0 | .0 | .0 | .0 | .0 | 65097.0 |
| 3 - 4 | 791.0 | 1929.0 | 22930.0 | 34297.0 | 14102.0 | 7.0 | .0 | .0 | .0 | 73556.0 |
| 4 - 5 | 61.0 | 315.0 | 5746.0 | 9356.0 | 7782.0 | 324.0 | .0 | .0 | .0 | 23584.0 |
| 5 - 6 | 23.0 | 152.0 | 2934.0 | 6076.0 | 7875.0 | 1425.0 | .0 | .0 | .0 | 18445.0 |
| 6 - 7 | 15.0 | 89.0 | 1956.0 | 4335.0 | 7939.0 | 2045.0 | 3.0 | .0 | .0 | 17182.0 |
| 7 - 8 | 13.0 | 48.0 | 967.0 | 7168.0 | 7354.0 | 4124.0 | 23.0 | .0 | .0 | 15689.0 |
| 8 - 9 | 6.0 | 28.0 | 689.0 | 2385.0 | 6101.0 | 4655.0 | 161.0 | .0 | .0 | 14011.0 |
| 9 - 10 | 9.0 | 29.0 | 690.0 | 3319.0 | 7881.0 | 6550.0 | 599.0 | .0 | .0 | 19037.0 |
| 10 - 11 | 4.0 | 16.0 | 496.0 | 2951.0 | 7782.0 | 7370.0 | 1255.0 | .0 | .0 | 19474.0 |
| 11 - 12 | 6.0 | 4.0 | 211.0 | 1557.0 | 4357.0 | 4631.0 | 1113.0 | 7.0 | .0 | 12086.0 |
| 12 - 13 | 7.0 | 5.0 | 162.0 | 1123.0 | 3595.0 | 4651.0 | 1520.0 | 57.0 | .0 | 11016.0 |
| 13 - 14 | 3.0 | 6.0 | 129.0 | 1021.0 | 4292.0 | 5280.0 | 3360.0 | 164.0 | 1.0 | 15256.0 |
| 14 - 15 | 1.0 | 1.0 | 51.0 | 358.0 | 1664.0 | 3051.0 | 2069.0 | 206.0 | 5.0 | 7607.0 |
| 15 - 16 | .0 | 1.0 | 36.0 | 248.0 | 962.0 | 1910.0 | 1237.0 | 135.0 | 17.0 | 4546.0 |
| 16 - 17 | .0 | 1.0 | 48.0 | 288.0 | 1149.0 | 3145.0 | 2714.0 | 449.0 | 78.0 | 7873.0 |
| 17 - 18 | 1.0 | .0 | 50.0 | 470.0 | 2032.0 | 5548.0 | 5221.0 | 1045.0 | 173.0 | 14544.0 |
| 18 - 19 | .0 | 1.0 | 51.0 | 288.0 | 1157.0 | 3332.0 | 3351.0 | 799.0 | 204.0 | 9183.0 |
| 19 - 20 | .0 | 2.0 | 83.0 | 278.0 | 897.0 | 2315.0 | 3349.0 | 866.0 | 275.0 | 8026.0 |
| 20 - 21 | 2.0 | 1.0 | 154.0 | 955.0 | 2317.0 | 4558.0 | 4549.0 | 1164.0 | 262.0 | 13490.0 |
| 21 - 22 | .0 | 2.0 | 83.0 | 278.0 | 897.0 | 2315.0 | 3349.0 | 866.0 | 275.0 | 8026.0 |
| 22 - 23 | 1.0 | .0 | 23.0 | 159.0 | 555.0 | 1620.0 | 2743.0 | 791.0 | 303.0 | 5194.0 |
| 23 - 24 | .0 | 1.0 | 7.0 | 53.0 | 238.0 | 876.0 | 1961.0 | 764.0 | 370.0 | 4270.0 |
| 24 - 25 | .0 | .0 | 5.0 | 25.0 | 45.0 | 373.0 | 923.0 | 475.0 | 316.0 | 2212.0 |
| 25 - 26 | .0 | .0 | 1.0 | 12.0 | 53.0 | 227.0 | 672.0 | 471.0 | 381.0 | 1817.0 |
| 26 - 27 | .0 | .0 | .0 | 1.0 | 7.0 | 71.0 | 267.0 | 195.0 | 143.0 | 684.0 |
| 27 - 28 | .0 | .0 | .0 | 1.0 | 4.0 | 34.0 | 119.0 | 70.0 | 73.0 | 300.0 |
| 28 - 29 | .0 | .0 | .0 | .0 | 3.0 | 20.0 | 94.0 | 71.0 | 57.0 | 245.0 |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 5.0 | 25.0 | 69.0 | 53.0 | 51.0 | 204.0 |
| 30+ | 1.0 | .0 | 1.0 | 1.0 | 7.0 | 13.0 | 79.0 | 46.0 | 39.0 | 183.0 |
| Total | 22612.0 | 48306.0 | 154780.0 | 116730.0 | 93718.0 | 70188.0 | 17492.0 | 7871.0 | 2780.0 | 591437.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|----------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1967 | | | | | | | | | | |
| 0 - 1 | 24086.0 | 80344.0 | 27676.0 | 2836.0 | 665.0 | 12.0 | .0 | .0 | .0 | 135619.0 |
| 1 - 2 | 1892.0 | 74731.0 | 63014.0 | 11115.0 | 34.0 | 8.0 | .0 | .0 | .0 | 100798.0 |
| 2 - 3 | 850.0 | 5948.0 | 47065.0 | 47473.0 | 4321.0 | 7.0 | 3.0 | .0 | .0 | 101667.0 |
| 3 - 4 | 358.0 | 1971.0 | 20623.0 | 34920.0 | 12719.0 | 12.0 | 1.0 | .0 | .0 | 70604.0 |
| 4 - 5 | 95.0 | 717.0 | 4475.0 | 12468.0 | 10419.0 | 303.0 | 2.0 | .0 | .0 | 28079.0 |
| 5 - 6 | 43.0 | 166.0 | 2816.0 | 6195.0 | 9031.0 | 1578.0 | 2.0 | .0 | .0 | 19831.0 |
| 6 - 7 | 21.0 | 98.0 | 1840.0 | 4586.0 | 8822.0 | 2418.0 | 5.0 | .0 | .0 | 18280.0 |
| 7 - 8 | 9.0 | 37.0 | 970.0 | 3090.0 | 7840.0 | 4179.0 | 60.0 | .0 | .0 | 16170.0 |
| 8 - 9 | 8.0 | 27.0 | 518.0 | 1991.0 | 7030.0 | 5491.0 | 291.0 | .0 | .0 | 15456.0 |
| 9 - 10 | 5.0 | 30.0 | 328.0 | 1449.0 | 5405.0 | 5667.0 | 571.0 | .0 | .0 | 13465.0 |
| 10 - 11 | 9.0 | 10.0 | 322.0 | 1826.0 | 6626.0 | 7314.0 | 1200.0 | 1.0 | .0 | 17308.0 |
| 11 - 12 | 3.0 | 11.0 | 255.0 | 1958.0 | 6773.0 | 8206.0 | 1991.0 | 9.0 | .0 | 19206.0 |
| 12 - 13 | 2.0 | 7.0 | 126.0 | 922.0 | 3942.0 | 5645.0 | 1856.0 | 50.0 | .0 | 12550.0 |
| 13 - 14 | 1.0 | 5.0 | 93.0 | 534.0 | 2935.0 | 4629.0 | 1942.0 | 119.0 | 1.0 | 10359.0 |
| 14 - 15 | .0 | 5.0 | 80.0 | 534.0 | 3062.0 | 5067.0 | 3333.0 | 309.0 | 14.0 | 13504.0 |
| 15 - 16 | .0 | .0 | 38.0 | 253.0 | 1292.0 | 3144.0 | 2553.0 | 326.0 | 30.0 | 7636.0 |
| 16 - 17 | .0 | .0 | 34.0 | 155.0 | 784.0 | 1740.0 | 1424.0 | 230.0 | 23.0 | 4430.0 |
| 17 - 18 | 1.0 | 1.0 | 42.0 | 191.0 | 857.0 | 2548.0 | 2695.0 | 536.0 | 102.0 | 6973.0 |
| 18 - 19 | 3.0 | .0 | 39.0 | 382.0 | 1587.0 | 4998.0 | 5822.0 | 1299.0 | 281.0 | 14511.0 |
| 19 - 20 | .0 | 1.0 | 32.0 | 195.0 | 930.0 | 2410.0 | 3267.0 | 836.0 | 235.0 | 7806.0 |
| 20 - 21 | 2.0 | 1.0 | 54.0 | 300.0 | 975.0 | 2411.0 | 2833.0 | 826.0 | 239.0 | 7641.0 |
| 21 - 22 | 1.0 | 2.0 | 25.0 | 156.0 | 564.0 | 1648.0 | 2619.0 | 852.0 | 282.0 | 6151.0 |
| 22 - 23 | .0 | .0 | 17.0 | 111.0 | 421.0 | 1173.0 | 2233.0 | 737.0 | 291.0 | 4983.0 |
| 23 - 24 | .0 | .0 | 5.0 | 29.0 | 165.0 | 728.0 | 1765.0 | 797.0 | 355.0 | 3737.0 |
| 24 - 25 | .0 | .0 | 3.0 | 17.0 | 72.0 | 310.0 | 832.0 | 461.0 | 294.0 | 1949.0 |
| 25 - 26 | .0 | .0 | 1.0 | 10.0 | 39.0 | 147.0 | 665.0 | 460.0 | 385.0 | 1727.0 |
| 26 - 27 | .0 | .0 | .0 | .0 | 5.0 | 62.0 | 287.0 | 175.0 | 158.0 | 687.0 |
| 27 - 28 | .0 | .0 | .0 | 1.0 | 4.0 | 30.0 | 107.0 | 57.0 | 63.0 | 262.0 |
| 28 - 29 | .0 | .0 | .0 | .0 | 3.0 | 17.0 | 89.0 | 68.0 | 56.0 | 233.0 |
| 29 - 30 | .0 | .0 | .0 | .0 | 2.0 | 7.0 | 74.0 | 47.0 | 52.0 | 196.0 |
| 30+ | .0 | .0 | .0 | .0 | 2.0 | 2.0 | 10.0 | 9.0 | 54.0 | 39.0 |
| Total | 27389.0 | 113697.0 | 170601.0 | 129890.0 | 97333.0 | 73491.0 | 78616.0 | 8139.0 | 2903.0 | 662059.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1968 | | | | | | | | | | |
| 0 - 1 | 12391.0 | 42672.0 | 11675.0 | 1155.0 | 380.0 | 56.0 | 1.0 | .0 | .0 | 75328.0 |
| 1 - 2 | 1856.0 | 28272.0 | 118564.0 | 27060.0 | 1249.0 | 72.0 | .0 | .0 | .0 | 177723.0 |
| 2 - 3 | 1254.0 | 5017.0 | 64097.0 | 79269.0 | 6844.0 | 11.0 | 1.0 | .0 | .0 | 97259.0 |
| 3 - 4 | 478.0 | 1927.0 | 20057.0 | 36992.0 | 16827.0 | 20.0 | 3.0 | .0 | .0 | 76270.0 |
| 4 - 5 | 78.0 | 267.0 | 3399.0 | 7303.0 | 9077.0 | 586.0 | .0 | .0 | .0 | 20706.0 |
| 5 - 6 | 43.0 | 128.0 | 1801.0 | 4732.0 | 9285.0 | 2271.0 | 1.0 | .0 | .0 | 16061.0 |
| 6 - 7 | 28.0 | 137.0 | 2035.0 | 7819.0 | 8931.0 | 3507.0 | 4.0 | .0 | .0 | 18444.0 |
| 7 - 8 | 5.0 | 45.0 | 800.0 | 2671.0 | 9147.0 | 4581.0 | 24.0 | .0 | .0 | 16331.0 |
| 8 - 9 | 9.0 | 71.0 | 400.0 | 1500.0 | 6541.0 | 5428.0 | 381.0 | .0 | .0 | 14389.0 |
| 9 - 10 | 7.0 | 18.0 | 761.0 | 1063.0 | 5276.0 | 5499.0 | 775.0 | .0 | .0 | 13599.0 |
| 10 - 11 | 5.0 | 9.0 | 157.0 | 711.0 | 4088.0 | 5496.0 | 1154.0 | .0 | .0 | 11599.0 |
| 11 - 12 | 2.0 | 5.0 | 191.0 | 1065.0 | 5593.0 | 7731.0 | 2031.0 | 42.0 | .0 | 16714.0 |
| 12 - 13 | 1.0 | 11.0 | 184.0 | 996.0 | 5369.0 | 8603.0 | 2340.0 | 214.0 | .0 | 18177.0 |
| 13 - 14 | 7.0 | 7.0 | 51.0 | 508.0 | 2981.0 | 5320.0 | 2213.0 | 212.0 | 3.0 | 11246.0 |
| 14 - 15 | .0 | 7.0 | 51.0 | 385.0 | 2391.0 | 4740.0 | 2485.0 | 307.0 | 20.0 | 10342.0 |
| 15 - 16 | 3.0 | 1.0 | 46.0 | 334.0 | 2396.0 | 5783.0 | 3445.0 | 637.0 | 66.0 | 13113.0 |
| 16 - 17 | .0 | 0.0 | 28.0 | 141.0 | 976.0 | 2600.0 | 2476.0 | 529.0 | 91.0 | 6801.0 |
| 17 - 18 | 1.0 | 1.0 | 16.0 | 192.0 | 646.0 | 1654.0 | 1517.0 | 332.0 | 66.0 | 4337.0 |
| 18 - 19 | .0 | .0 | 70.0 | 141.0 | 763.0 | 2605.0 | 3050.0 | 745.0 | 222.0 | 7565.0 |
| 19 - 20 | .0 | .0 | 77.0 | 215.0 | 1077.0 | 7776.0 | 4970.0 | 1259.0 | 398.0 | 11724.0 |
| 20 - 21 | .0 | .0 | 23.0 | 66.0 | 366.0 | 1125.0 | 1991.0 | 600.0 | 243.0 | 4411.0 |
| 21 - 22 | .0 | 1.0 | 76.0 | 154.0 | 516.0 | 1515.0 | 2112.0 | 635.0 | 290.0 | 5267.0 |
| 22 - 23 | .0 | 1.0 | 16.0 | 92.0 | 325.0 | 1035.0 | 1804.0 | 702.0 | 287.0 | 4265.0 |
| 23 - 24 | .0 | .0 | 9.0 | 52.0 | 253.0 | 759.0 | 1581.0 | 557.0 | 292.0 | 3513.0 |
| 24 - 25 | .0 | .0 | 1.0 | 14.0 | 110.0 | 419.0 | 1249.0 | 537.0 | 372.0 | 2702.0 |
| 25 - 26 | .0 | .0 | 2.0 | 11.0 | 52.0 | 199.0 | 645.0 | 306.0 | 314.0 | 1512.0 |
| 26 - 27 | .0 | .0 | 1.0 | 5.0 | 26.0 | 125.0 | 484.0 | 319.0 | 317.0 | 1275.0 |
| 27 - 28 | .0 | .0 | .0 | .0 | 2.0 | 37.0 | 202.0 | 117.0 | 119.0 | 472.0 |
| 28 - 29 | .0 | .0 | .0 | 1.0 | 2.0 | 24.0 | 87.0 | 45.0 | 60.0 | 219.0 |
| 29 - 30 | .0 | .0 | .0 | .0 | 3.0 | 13.0 | 73.0 | 58.0 | 51.0 | 198.0 |
| 30+ | .0 | .0 | .0 | .0 | 1.0 | 10.0 | 103.0 | 44.0 | 51.0 | 221.0 |
| Total | 23164.0 | 42119.0 | 204276.0 | 130638.0 | 170219.0 | 75061.0 | 38096.0 | 8287.0 | 3271.0 | 663792.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1969 | | | | | | | | | | |
| 0 - 1 | 23472.0 | 52372.0 | 18513.0 | 1390.0 | 974.0 | 69.0 | 3.0 | .0 | .0 | 103093.0 |
| 1 - 2 | 677.0 | 17647.0 | 67728.0 | 19061.0 | 2111.0 | 79.0 | 1.0 | .0 | .0 | 105300.0 |
| 2 - 3 | 897.0 | 4924.0 | 54260.0 | 77763.0 | 26135.0 | 40.0 | 3.0 | .0 | .0 | 164022.0 |
| 3 - 4 | 814.0 | 1874.0 | 17687.0 | 29844.0 | 20990.0 | 45.0 | 7.0 | .0 | .0 | 71061.0 |
| 4 - 5 | 109.0 | 275.0 | 2628.0 | 6395.0 | 11705.0 | 1050.0 | 6.0 | .0 | .0 | 23258.0 |
| 5 - 6 | 50.0 | 114.0 | 1665.0 | 7180.0 | 8484.0 | 3103.0 | 1.0 | .0 | .0 | 16506.0 |
| 6 - 7 | 15.0 | 191.0 | 1402.0 | 2455.0 | 8163.0 | 4920.0 | 10.0 | .0 | .0 | 17084.0 |
| 7 - 8 | 17.0 | 47.0 | 950.0 | 2059.0 | 7271.0 | 4075.0 | 17.0 | .0 | .0 | 16336.0 |
| 8 - 9 | 6.0 | 12.0 | 700.0 | 1044.0 | 5790.0 | 5457.0 | 417.0 | .0 | .0 | 14201.0 |
| 9 - 10 | 7.0 | 18.0 | 224.0 | 767.0 | 4154.0 | 5453.0 | 1032.0 | .0 | .0 | 12851.0 |
| 10 - 11 | 5.0 | 5.0 | 125.0 | 825.0 | 2394.0 | 5623.0 | 1582.0 | 1.0 | .0 | 11621.0 |
| 11 - 12 | 3.0 | 10.0 | 94.0 | 289.0 | 2544.0 | 5793.0 | 2110.0 | 18.0 | .0 | 10850.0 |
| 12 - 13 | 7.0 | 2.0 | 64.0 | 553.0 | 3565.0 | 8062.0 | 3360.0 | 133.0 | .0 | 15873.0 |
| 13 - 14 | .0 | 7.0 | 75.0 | 507.0 | 3595.0 | 9637.0 | 4372.0 | 321.0 | 4.0 | 17513.0 |
| 14 - 15 | 2.0 | 7.0 | 48.0 | 292.0 | 1961.0 | 5115.0 | 3150.0 | 315.0 | 19.0 | 10847.0 |
| 15 - 16 | .0 | 1.0 | 45.0 | 196.0 | 1500.0 | 4872.0 | 3222.0 | 448.0 | 54.0 | 10028.0 |
| 16 - 17 | 2.0 | .0 | 31.0 | 215.0 | 1544.0 | 5199.0 | 4676.0 | 278.0 | 140.0 | 12725.0 |
| 17 - 18 | .0 | 1.0 | 19.0 | 95.0 | 665.0 | 2733.0 | 2906.0 | 637.0 | 156.0 | 6671.0 |
| 18 - 19 | .0 | 1.0 | 17.0 | 74.0 | 478.0 | 1432.0 | 1657.0 | 448.0 | 111.0 | 8268.0 |
| 19 - 20 | .0 | 2.0 | 20.0 | 79.0 | 471.0 | 1699.0 | 2491.0 | 795.0 | 282.0 | 5848.0 |
| 20 - 21 | .0 | .0 | 15.0 | 66.0 | 303.0 | 1412.0 | 2594.0 | 549.0 | 360.0 | 5919.0 |
| 21 - 22 | .0 | .0 | 7.0 | 32.0 | 109.0 | 672.0 | 1361.0 | 489.0 | 236.0 | 2966.0 |
| 22 - 23 | .0 | 1.0 | 10.0 | 82.0 | 260.0 | 900.0 | 1599.0 | 555.0 | 299.0 | 3717.0 |
| 23 - 24 | .0 | .0 | 5.0 | 45.0 | 210.0 | 663.0 | 1308.0 | 643.0 | 304.0 | 3178.0 |
| 24 - 25 | .0 | .0 | .0 | 35.0 | 185.0 | 458.0 | 1162.0 | 520.0 | 295.0 | 2620.0 |
| 25 - 26 | .0 | .0 | .0 | 9.0 | 61.0 | 257.0 | 846.0 | 326.0 | 342.0 | 2191.0 |
| 26 - 27 | .0 | .0 | .0 | 7.0 | 36.0 | 136.0 | 828.0 | 374.0 | 285.0 | 1216.0 |
| 27 - 28 | .0 | .0 | 1.0 | 3.0 | 17.0 | 92.0 | 349.0 | 253.0 | 294.0 | 1009.0 |
| 28 - 29 | .0 | .0 | .0 | 1.0 | 2.0 | 21.0 | 155.0 | 109.0 | 102.0 | 390.0 |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 2.0 | 19.0 | 74.0 | 41.0 | 52.0 | 199.0 |
| 30+ | .0 | .0 | .0 | 1.0 | 4.0 | 17.0 | 89.0 | 69.0 | 55.0 | 235.0 |
| Total | 26295.0 | 83397.0 | 166869.0 | 185029.0 | 115665.0 | 82245.0 | 41086.0 | 8572.0 | 3432.0 | 673548.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|--|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1970 | | | | | | | | | | | |
| 0 - 1 | 27781.0 | 70866.0 | 20422.0 | 7246.0 | 245.0 | 63.0 | .0 | .0 | .0 | | 123323.0 |
| 1 - 2 | 750.0 | 21717.0 | 69954.0 | 32715.0 | 1400.0 | 42.0 | 6.0 | .0 | .0 | | 128034.0 |
| 2 - 3 | 274.0 | 7227.0 | 30417.0 | 42169.0 | 13990.0 | 54.0 | .0 | .0 | .0 | | 95337.0 |
| 3 - 4 | 360.0 | 1690.0 | 15485.0 | 48990.0 | 47891.0 | 164.0 | 4.0 | .0 | .0 | | 114384.0 |
| 4 - 5 | 131.0 | 26.0 | 3236.0 | 6352.0 | 10869.0 | 1198.0 | 5.0 | .0 | .0 | | 22060.0 |
| 5 - 6 | 52.0 | 82.0 | 1570.0 | 3166.0 | 8135.0 | 3455.0 | 4.0 | .0 | .0 | | 16466.0 |
| 6 - 7 | 24.0 | 71.0 | 950.0 | 2065.0 | 6344.0 | 4778.0 | 4.0 | .0 | .0 | | 14244.0 |
| 7 - 8 | 27.0 | 61.0 | 576.0 | 1705.0 | 6201.0 | 5017.0 | 7.0 | .0 | .0 | | 14575.0 |
| 8 - 9 | 7.0 | 19.0 | 736.0 | 1337.0 | 5147.0 | 4772.0 | 372.0 | .0 | .0 | | 13890.0 |
| 9 - 10 | 8.0 | 11.0 | 184.0 | 752.0 | 3883.0 | 4785.0 | 879.0 | .0 | .0 | | 12502.0 |
| 10 - 11 | 7.0 | 5.0 | 98.0 | 441.0 | 2625.0 | 5545.0 | 1570.0 | .0 | .0 | | 11278.0 |
| 11 - 12 | 1.0 | 4.0 | 84.0 | 305.0 | 1988.0 | 4354.0 | 2198.0 | 37.0 | .0 | | 10955.0 |
| 12 - 13 | 3.0 | 2.0 | 23.0 | 105.0 | 1715.0 | 5504.0 | 2717.0 | 134.0 | .0 | | 10393.0 |
| 13 - 14 | 1.0 | .0 | 56.0 | 394.0 | 2625.0 | 7794.0 | 4172.0 | 380.0 | 8.0 | | 15393.0 |
| 14 - 15 | .0 | 7.0 | 656.0 | 358.0 | 2625.0 | 4158.0 | 5218.0 | 584.0 | 46.0 | | 17017.0 |
| 15 - 16 | 1.0 | 1.0 | 74.0 | 205.0 | 1390.0 | 4772.0 | 3522.0 | 523.0 | 52.0 | | 10590.0 |
| 16 - 17 | 1.0 | .0 | 28.0 | 158.0 | 1148.0 | 4126.0 | 3541.0 | 696.0 | 117.0 | | 9806.0 |
| 17 - 18 | 1.0 | .0 | 26.0 | 157.0 | 1200.0 | 4616.0 | 5037.0 | 1233.0 | 254.0 | | 12524.0 |
| 18 - 19 | 1.0 | .0 | 10.0 | 79.0 | 517.0 | 2025.0 | 2766.0 | 900.0 | 744.0 | | 6542.0 |
| 19 - 20 | .0 | .0 | 11.0 | 48.0 | 321.0 | 1171.0 | 1484.0 | 461.0 | 160.0 | | 3656.0 |
| 20 - 21 | .0 | .0 | 6.0 | 40.0 | 271.0 | 796.0 | 1549.0 | 704.0 | 260.0 | | 3546.0 |
| 21 - 22 | .0 | .0 | 6.0 | 30.0 | 197.0 | 794.0 | 1767.0 | 806.0 | 340.0 | | 3034.0 |
| 22 - 23 | .0 | .0 | 7.0 | 19.0 | 120.0 | 392.0 | 990.0 | 434.0 | 221.0 | | 2043.0 |
| 23 - 24 | .0 | .0 | 6.0 | 52.0 | 159.0 | 619.0 | 1236.0 | 503.0 | 281.0 | | 2855.0 |
| 24 - 25 | .0 | .0 | 6.0 | 22.0 | 119.0 | 420.0 | 953.0 | 565.0 | 315.0 | | 2348.0 |
| 25 - 26 | .0 | .0 | .0 | 19.0 | 93.0 | 714.0 | 893.0 | 506.0 | 302.0 | | 2127.0 |
| 26 - 27 | .0 | .0 | .0 | 5.0 | 60.0 | 147.0 | 678.0 | 457.0 | 356.0 | | 1723.0 |
| 27 - 28 | .0 | .0 | .0 | 4.0 | 27.0 | 95.0 | 323.0 | 285.0 | 289.0 | | 1002.0 |
| 28 - 29 | .0 | .0 | 1.0 | 3.0 | 15.0 | 77.0 | 293.0 | 234.0 | 275.0 | | 899.0 |
| 29 - 30 | .0 | .0 | .0 | 1.0 | 2.0 | 18.0 | 128.0 | 97.0 | 99.0 | | 345.0 |
| 30+ | .0 | .0 | .0 | 1.0 | 7.0 | 20.0 | 91.0 | 72.0 | 64.0 | | 251.0 |
| Total | 29527.0 | 67868.0 | 147537.0 | 152032.0 | 121475.0 | 74156.0 | 42407.0 | 3561.0 | 3562.0 | | 684121.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|----------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1971 | | | | | | | | | | |
| 0 - 1 | 15752.0 | 40375.0 | 16492.0 | 1904.0 | 61.0 | 66.0 | .0 | .0 | .0 | 74640.0 |
| 1 - 2 | 1226.0 | 31063.0 | 76721.0 | 71001.0 | 1314.0 | 50.0 | .0 | .0 | .0 | 141109.0 |
| 2 - 3 | 313.0 | 7802.0 | 30246.0 | 54779.0 | 25637.0 | 59.0 | 3.0 | .0 | .0 | 103839.0 |
| 3 - 4 | 157.0 | 1006.0 | 17517.0 | 30046.0 | 26424.0 | 46.0 | .0 | 1.0 | .0 | 71297.0 |
| 4 - 5 | 88.0 | 134.0 | 2472.0 | 5192.0 | 13635.0 | 1136.0 | 1.0 | .0 | .0 | 23719.0 |
| 5 - 6 | 41.0 | 82.0 | 1792.0 | 2922.0 | 7524.0 | 2507.0 | 3.0 | .0 | .0 | 15161.0 |
| 6 - 7 | 26.0 | 41.0 | 902.0 | 2237.0 | 6172.0 | 4288.0 | 6.0 | .0 | .0 | 13760.0 |
| 7 - 8 | 12.0 | 29.0 | 407.0 | 1317.0 | 4832.0 | 5050.0 | 4.0 | .0 | .0 | 11651.0 |
| 8 - 9 | 8.0 | 9.0 | 247.0 | 920.0 | 4495.0 | 5891.0 | 104.0 | .0 | .0 | 11574.0 |
| 9 - 10 | 6.0 | 6.0 | 200.0 | 876.0 | 3858.0 | 6307.0 | 612.0 | .0 | .0 | 11861.0 |
| 10 - 11 | 5.0 | 7.0 | 84.0 | 470.0 | 2754.0 | 6289.0 | 1118.0 | .0 | .0 | 10725.0 |
| 11 - 12 | 4.0 | 7.0 | 61.0 | 306.0 | 1990.0 | 6277.0 | 1798.0 | 30.0 | .0 | 10464.0 |
| 12 - 13 | 2.0 | 4.0 | 19.0 | 192.0 | 1560.0 | 5996.0 | 2434.0 | 138.0 | .0 | 10331.0 |
| 13 - 14 | 2.0 | 7.0 | 28.0 | 131.0 | 1342.0 | 5236.0 | 2994.0 | 253.0 | 3.0 | 9890.0 |
| 14 - 15 | 1.0 | 7.0 | 70.0 | 286.0 | 2172.0 | 7324.0 | 4458.0 | 499.0 | 31.0 | 14803.0 |
| 15 - 16 | .0 | 1.0 | 73.0 | 258.0 | 2129.0 | 7726.0 | 5506.0 | 784.0 | 43.0 | 16530.0 |
| 16 - 17 | .0 | .0 | 24.0 | 123.0 | 1167.0 | 4500.0 | 3778.0 | 663.0 | 90.0 | 10346.0 |
| 17 - 18 | .0 | .0 | 27.0 | 121.0 | 961.0 | 5882.0 | 3692.0 | 821.0 | 172.0 | 9666.0 |
| 18 - 19 | .0 | .0 | 25.0 | 132.0 | 972.0 | 4315.0 | 5054.0 | 1399.0 | 341.0 | 12242.0 |
| 19 - 20 | .0 | .0 | 5.0 | 50.0 | 362.0 | 1492.0 | 2257.0 | 814.0 | 279.0 | 5261.0 |
| 20 - 21 | .0 | .0 | 4.0 | 22.0 | 1472.0 | 665.0 | 957.0 | 352.0 | 135.0 | 2281.0 |
| 21 - 22 | .0 | .0 | 4.0 | 12.0 | 1022.0 | 454.0 | 959.0 | 511.0 | 215.0 | 2257.0 |
| 22 - 23 | .0 | .0 | 3.0 | 13.0 | 108.0 | 448.0 | 1132.0 | 574.0 | 286.0 | 2564.0 |
| 23 - 24 | .0 | .0 | 3.0 | 9.0 | 72.0 | 238.0 | 576.0 | 334.0 | 190.0 | 1422.0 |
| 24 - 25 | .0 | .0 | 2.0 | 16.0 | 95.0 | 395.0 | 981.0 | 433.0 | 246.0 | 2038.0 |
| 25 - 26 | .0 | .0 | 2.0 | 7.0 | 63.0 | 272.0 | 579.0 | 480.0 | 281.0 | 1785.0 |
| 26 - 27 | .0 | .0 | 2.0 | 7.0 | 53.0 | 211.0 | 613.0 | 402.0 | 243.0 | 1529.0 |
| 27 - 28 | .0 | .0 | 2.0 | 3.0 | 20.0 | 120.0 | 452.0 | 352.0 | 230.0 | 1237.0 |
| 28 - 29 | .0 | .0 | 2.0 | 2.0 | 24.0 | 62.0 | 250.0 | 248.0 | 245.0 | 831.0 |
| 29 - 30 | .0 | .0 | 1.0 | 2.0 | 11.0 | 56.0 | 247.0 | 195.0 | 220.0 | 732.0 |
| 30+ | .0 | .0 | .0 | 2.0 | 2.0 | 14.0 | 97.0 | 68.0 | 70.0 | 253.0 |
| Total | 17736.0 | 75563.0 | 187047.0 | 178360.0 | 100392.0 | 41507.0 | 40555.0 | 9311.0 | 3430.0 | 60598.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1972 | | | | | | | | | | |
| 0 - 1 | 11301.0 | 27665.0 | 19677.0 | 2215.0 | 9.0 | 16.0 | .0 | .0 | .0 | 59829.0 |
| 1 - 2 | 901.0 | 19615.0 | 55154.0 | 15657.0 | 181.0 | 90.0 | .0 | .0 | .0 | 91491.0 |
| 2 - 3 | 419.0 | 5008.0 | 44682.0 | 50284.0 | 9744.0 | 79.0 | .0 | .0 | .0 | 110226.0 |
| 3 - 4 | 110.0 | 758.0 | 11149.0 | 34224.0 | 30512.0 | 101.0 | 1.0 | 1.0 | .0 | 76851.0 |
| 4 - 5 | 37.0 | 87.0 | 1950.0 | 5437.0 | 10737.0 | 577.0 | 1.0 | 1.0 | .0 | 18836.0 |
| 5 - 6 | 27.0 | 39.0 | 1107.0 | 2358.0 | 8659.0 | 7567.0 | 1.0 | 1.0 | .0 | 14888.0 |
| 6 - 7 | 12.0 | 21.0 | 975.0 | 2720.0 | 6262.0 | 7165.0 | 1.0 | 1.0 | .0 | 13116.0 |
| 7 - 8 | 11.0 | 18.0 | 416.0 | 1520.0 | 5051.0 | 4603.0 | 4.0 | .0 | .0 | 11623.0 |
| 8 - 9 | 6.0 | 8.0 | 168.0 | 410.0 | 3737.0 | 4636.0 | 100.0 | .0 | .0 | 9661.0 |
| 9 - 10 | 5.0 | 7.0 | 152.0 | 433.0 | 3545.0 | 4540.0 | 458.0 | 2.0 | .0 | 10302.0 |
| 10 - 11 | 4.0 | 4.0 | 93.0 | 430.0 | 3081.0 | 4044.0 | 922.0 | .0 | .0 | 10815.0 |
| 11 - 12 | 2.0 | 2.0 | 42.0 | 366.0 | 2263.0 | 4101.0 | 1417.0 | 27.0 | .0 | 10220.0 |
| 12 - 13 | 2.0 | 1.0 | 37.0 | 249.0 | 1544.0 | 5972.0 | 2086.0 | 133.0 | .0 | 10119.0 |
| 13 - 14 | 1.0 | 1.0 | 14.0 | 152.0 | 1273.0 | 5640.0 | 2703.0 | 250.0 | 9.0 | 10042.0 |
| 14 - 15 | 1.0 | 1.0 | 15.0 | 100.0 | 1094.0 | 4996.0 | 3105.0 | 419.0 | 27.0 | 9653.0 |
| 15 - 16 | 1.0 | 1.0 | 22.0 | 214.0 | 1849.0 | 4999.0 | 4717.0 | 698.0 | 97.0 | 14498.0 |
| 16 - 17 | 1.0 | 1.0 | 16.0 | 219.0 | 1797.0 | 7777.0 | 5744.0 | 1066.0 | 189.0 | 16236.0 |
| 17 - 18 | 1.0 | 1.0 | 13.0 | 120.0 | 9654.0 | 4245.0 | 3937.0 | 829.0 | 163.0 | 10272.0 |
| 18 - 19 | 1.0 | 1.0 | 20.0 | 38.0 | 815.0 | 7110.0 | 3675.0 | 939.0 | 252.0 | 9410.0 |
| 19 - 20 | 1.0 | 1.0 | 15.0 | 89.0 | 7053.0 | 3983.0 | 1258.0 | 402.0 | 9445.0 | |
| 20 - 21 | 1.0 | 1.0 | 1.0 | 19.0 | 170.0 | 743.0 | 1304.0 | 536.0 | 252.0 | 3025.0 |
| 21 - 22 | 1.0 | 1.0 | 1.0 | 10.0 | 77.0 | 421.0 | 655.0 | 248.0 | 109.0 | 1503.0 |
| 22 - 23 | 1.0 | 1.0 | 1.0 | 6.0 | 57.0 | 259.0 | 601.0 | 345.0 | 177.0 | 1450.0 |
| 23 - 24 | 1.0 | 1.0 | 1.0 | 9.0 | 47.0 | 258.0 | 736.0 | 399.0 | 258.0 | 1787.0 |
| 24 - 25 | 1.0 | 1.0 | 1.0 | 6.0 | 34.0 | 142.0 | 369.0 | 250.0 | 173.0 | 975.0 |
| 25 - 26 | 1.0 | 1.0 | 1.0 | 7.0 | 52.0 | 217.0 | 577.0 | 338.0 | 234.0 | 1531.0 |
| 26 - 27 | 1.0 | 1.0 | 1.0 | 1.0 | 36.0 | 170.0 | 476.0 | 349.0 | 243.0 | 1274.0 |
| 27 - 28 | 1.0 | 1.0 | 1.0 | 4.0 | 24.0 | 135.0 | 429.0 | 309.0 | 210.0 | 1114.0 |
| 28 - 29 | 1.0 | 1.0 | 1.0 | 3.0 | 6.0 | 90.0 | 381.0 | 308.0 | 275.0 | 1064.0 |
| 29 - 30 | 1.0 | 1.0 | 1.0 | 3.0 | 11.0 | 49.0 | 214.0 | 217.0 | 202.0 | 696.0 |
| 30+ | 1.0 | 1.0 | 1.0 | 2.0 | 5.0 | 29.0 | 161.0 | 103.0 | 112.0 | 412.0 |
| Total | 12740.0 | 63227.0 | 134679.0 | 118311.0 | 94368.0 | 77693.0 | 54964.0 | 9018.0 | 1390.0 | 562299.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|-----------|---------|----------|----------|---------|---------|---------|--------|--------|----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| Fiscal Year 1973 | | | | | | | | | | |
| 0 - 1 | 25.1 F.O. | 27257.0 | 15977.0 | 2230.0 | 11.0 | 2.0 | 2.0 | .0 | .0 | 70934.0 |
| 1 - 2 | 761.0 | 17345.0 | 39483.0 | 11793.0 | 231.0 | 21.0 | .0 | .0 | .0 | 68994.0 |
| 2 - 3 | 993.0 | 4079.0 | 17113.0 | 32489.0 | 6958.0 | 62.0 | 2.0 | .0 | .0 | 79998.0 |
| 3 - 4 | 144.0 | 1737.0 | 17307.0 | 41422.0 | 25807.0 | 68.0 | 2.0 | 1.0 | .0 | 85468.0 |
| 4 - 5 | 14.0 | 96.0 | 2577.0 | 9025.0 | 15615.0 | 728.0 | 2.0 | .0 | .0 | 27053.0 |
| 5 - 6 | 5.0 | 17.0 | 1054.0 | 1965.0 | 7104.0 | 1876.0 | .0 | .0 | .0 | 12025.0 |
| 6 - 7 | 9.0 | 20.0 | 1172.0 | 1924.0 | 6418.0 | 3730.0 | 1.0 | .0 | .0 | 13274.0 |
| 7 - 8 | 9.0 | 11.0 | 486.0 | 1907.0 | 5429.0 | 1472.0 | 5.0 | .0 | .0 | 11678.0 |
| 8 - 9 | 1.0 | 2.0 | 218.0 | 1040.0 | 4267.0 | 4675.0 | 50.0 | 1.0 | .0 | 10250.0 |
| 9 - 10 | 1.0 | 5.0 | 88.0 | 521.0 | 2984.0 | 4795.0 | 283.0 | .0 | .0 | 8681.0 |
| 10 - 11 | 5.0 | 5.0 | 55.0 | 392.0 | 2787.0 | 5538.0 | 669.0 | 2.0 | .0 | 9450.0 |
| 11 - 12 | 2.0 | 4.0 | 51.0 | 520.0 | 2559.0 | 6066.0 | 1190.0 | 23.0 | .0 | 10411.0 |
| 12 - 13 | 1.0 | 2.0 | 27.0 | 293.0 | 1876.0 | 4922.0 | 1663.0 | 115.0 | .0 | 9896.0 |
| 13 - 14 | 1.0 | 1.0 | 24.0 | 182.0 | 1349.0 | 5568.0 | 2337.0 | 298.0 | 6.0 | 9751.0 |
| 14 - 15 | 1.0 | .0 | 24.0 | 119.0 | 1046.0 | 4246.0 | 2891.0 | 454.0 | 35.0 | 9777.0 |
| 15 - 16 | 1.0 | .0 | 12.0 | 69.0 | 951.0 | 4565.0 | 3263.0 | 614.0 | 64.0 | 9450.0 |
| 16 - 17 | 1.0 | .0 | 1.0 | 15.0 | 172.0 | 1587.0 | 6837.0 | 4944.0 | 968.0 | 183.0 |
| 17 - 18 | 1.0 | .0 | 15.0 | 176.0 | 1509.0 | 6797.0 | 5964.0 | 1346.0 | 337.0 | 16142.0 |
| 18 - 19 | 1.0 | .0 | 18.0 | 110.0 | 814.0 | 7934.0 | 1986.0 | 995.0 | 269.0 | 10092.0 |
| 19 - 20 | 1.0 | .0 | 18.0 | 51.0 | 541.0 | 2575.0 | 2921.0 | 903.0 | 309.0 | 7321.0 |
| 20 - 21 | 1.0 | .0 | 18.0 | 22.0 | 328.0 | 1570.0 | 2521.0 | 931.0 | 416.0 | 5845.0 |
| 21 - 22 | 1.0 | .0 | 1.0 | 7.0 | 89.0 | 447.0 | 904.0 | 614.0 | 255.0 | 2112.0 |
| 22 - 23 | 1.0 | .0 | 1.0 | 10.0 | 57.0 | 247.0 | 435.0 | 194.0 | 125.0 | 1030.0 |
| 23 - 24 | 1.0 | .0 | 1.0 | 2.0 | 29.0 | 156.0 | 429.0 | 262.0 | 174.0 | 1251.0 |
| 24 - 25 | 1.0 | .0 | 1.0 | 1.0 | 19.0 | 147.0 | 532.0 | 313.0 | 276.0 | 1244.0 |
| 25 - 26 | 1.0 | .0 | 1.0 | 1.0 | 19.0 | 97.0 | 293.0 | 211.0 | 177.0 | 789.0 |
| 26 - 27 | .0 | .0 | .0 | 2.0 | 29.0 | 116.0 | 465.0 | 274.0 | 239.0 | 1125.0 |
| 27 - 28 | .0 | .0 | 1.0 | 1.0 | 19.0 | 107.0 | 319.0 | 268.0 | 245.0 | 956.0 |
| 28 - 29 | .0 | .0 | .0 | 2.0 | 19.0 | 98.0 | 349.0 | 258.0 | 214.0 | 929.0 |
| 29 - 30 | .0 | .0 | .0 | 3.0 | 5.0 | 54.0 | 299.0 | 256.0 | 245.0 | 862.0 |
| 30+ | .0 | .0 | .0 | .0 | 3.0 | 10.0 | 140.0 | 126.0 | 105.0 | 373.0 |
| Total | 25767.0 | 60187.0 | 114717.0 | 105459.0 | 48329.0 | 76615.0 | 36663.0 | 9183.0 | 3654.0 | 510668.0 |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|---------|---------|---------|---------|---------|--------|--------|---------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| Fiscal Year 1974 | | | | | | | | | | | |
| 0 - 1 | 28888.0 | 87490.0 | 96250.0 | 22840.0 | 140.0 | 140.0 | 140.0 | 140.0 | 140.0 | 140.0 | 94300.0 |
| 1 - 2 | 7433.0 | 70577.0 | 27510.0 | 14911.0 | 1494.0 | 1494.0 | 1494.0 | 1494.0 | 1494.0 | 1494.0 | 76517.0 |
| 2 - 3 | 765.0 | 8521.0 | 19526.0 | 29238.0 | 8225.0 | 1925.0 | 1925.0 | 1925.0 | 1925.0 | 1925.0 | 5773.0 |
| 3 - 4 | 119.0 | 1119.0 | 10970.0 | 10250.0 | 16314.0 | 79.0 | 140.0 | 140.0 | 140.0 | 140.0 | 5870.0 |
| 4 - 5 | 30.0 | 100.0 | 2978.0 | 10591.0 | 16087.0 | 179.0 | 440.0 | 440.0 | 440.0 | 440.0 | 30017.0 |
| 5 - 6 | 14.0 | 47.0 | 1557.0 | 2632.0 | 11417.0 | 1522.0 | 50.0 | 50.0 | 50.0 | 50.0 | 17257.0 |
| 6 - 7 | 5.0 | 24.0 | 1558.0 | 2080.0 | 5977.0 | 2075.0 | 10.0 | 10.0 | 10.0 | 10.0 | 11733.0 |
| 7 - 8 | 2.0 | 15.0 | 550.0 | 1655.0 | 5955.0 | 1794.0 | 6.0 | 6.0 | 6.0 | 6.0 | 11978.0 |
| 8 - 9 | 1.0 | 11.0 | 244.0 | 1250.0 | 5190.0 | 3853.0 | 3.0 | 3.0 | 3.0 | 3.0 | 10570.0 |
| 9 - 10 | 0.0 | 7.0 | 112.0 | 723.0 | 3820.0 | 4552.0 | 163.0 | 163.0 | 163.0 | 163.0 | 9457.0 |
| 10 - 11 | 2.0 | 1.0 | 67.0 | 313.0 | 2677.0 | 4561.0 | 434.0 | 434.0 | 434.0 | 434.0 | 6131.0 |
| 11 - 12 | 2.0 | 1.0 | 29.0 | 268.0 | 2417.0 | 5555.0 | 450.0 | 450.0 | 450.0 | 450.0 | 9152.0 |
| 12 - 13 | 0.0 | 1.0 | 79.0 | 379.0 | 2277.0 | 6004.0 | 1404.0 | 60.0 | 60.0 | 60.0 | 10166.0 |
| 13 - 14 | 0.0 | 2.0 | 22.0 | 219.0 | 1547.0 | 5702.0 | 1902.0 | 201.0 | 201.0 | 201.0 | 9720.0 |
| 14 - 15 | 0.0 | 0.0 | 15.0 | 152.0 | 1227.0 | 5122.0 | 2537.0 | 398.0 | 398.0 | 398.0 | 9653.0 |
| 15 - 16 | 0.0 | 0.0 | 9.0 | 69.0 | 4933.0 | 5791.0 | 577.0 | 556.0 | 556.0 | 556.0 | 4700.0 |
| 16 - 17 | 1.0 | 0.0 | 7.0 | 52.0 | 724.0 | 8358.0 | 1394.0 | 733.0 | 733.0 | 733.0 | 9346.0 |
| 17 - 18 | 0.0 | 0.0 | 11.0 | 145.0 | 1381.0 | 5190.0 | 5289.0 | 1123.0 | 1123.0 | 1123.0 | 14198.0 |
| 18 - 19 | 0.0 | 1.0 | 8.0 | 145.0 | 1380.0 | 6425.0 | 5475.0 | 1442.0 | 1442.0 | 1442.0 | 15807.0 |
| 19 - 20 | 0.0 | 0.0 | 5.0 | 74.0 | 680.0 | 1175.0 | 3403.0 | 945.0 | 945.0 | 945.0 | 3547.0 |
| 20 - 21 | 0.0 | 0.0 | 4.0 | 28.0 | 326.0 | 1491.0 | 2045.0 | 714.0 | 714.0 | 714.0 | 4661.0 |
| 21 - 22 | 0.0 | 0.0 | 2.0 | 14.0 | 148.0 | 1225.0 | 1785.0 | 735.0 | 735.0 | 735.0 | 4162.0 |
| 22 - 23 | 0.0 | 0.0 | 2.0 | 2.0 | 47.0 | 240.0 | 662.0 | 327.0 | 327.0 | 327.0 | 1552.0 |
| 23 - 24 | 1.0 | 0.0 | 1.0 | 3.0 | 72.0 | 152.0 | 315.0 | 146.0 | 146.0 | 146.0 | 752.0 |
| 24 - 25 | 0.0 | 0.0 | 1.0 | 2.0 | 13.0 | 92.0 | 347.0 | 223.0 | 223.0 | 223.0 | 955.0 |
| 25 - 26 | 0.0 | 0.0 | 1.0 | 0.0 | 10.0 | 93.0 | 438.0 | 273.0 | 273.0 | 273.0 | 1093.0 |
| 26 - 27 | 0.0 | 0.0 | 2.0 | 1.0 | 0.0 | 58.0 | 235.0 | 157.0 | 157.0 | 157.0 | 632.0 |
| 27 - 28 | 0.0 | 0.0 | 0.0 | 1.0 | 13.0 | 71.0 | 349.0 | 228.0 | 228.0 | 228.0 | 492.0 |
| 28 - 29 | 0.0 | 0.0 | 0.0 | 0.0 | 12.0 | 74.0 | 253.0 | 217.0 | 217.0 | 217.0 | 799.0 |
| 29 - 30 | 0.0 | 0.0 | 0.0 | 2.0 | 9.0 | 61.0 | 288.0 | 220.0 | 220.0 | 220.0 | 795.0 |
| 30+ | 0.0 | 0.0 | 0.0 | 0.0 | 2.0 | 20.0 | 229.0 | 198.0 | 198.0 | 198.0 | 524.0 |
| Total | 32766.0 | 80006.0 | 76768.0 | 61573.0 | 45054.0 | 71913.0 | 35244.0 | 9001.0 | 3701.0 | 90007.0 | |

Table A-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|---------|---------|---------|---------|---------|---------|---------|--------|----------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | Total | |
| Fiscal Year 1975 | | | | | | | | | | | |
| 0 - 1 | 28193.0 | 73026.0 | 87594.0 | 10851.0 | 200.0 | 1.0 | .0 | .0 | .0 | 71981.0 | |
| 1 - 2 | 4738.0 | 70367.0 | 15752.0 | 13828.0 | 144.0 | 5.0 | 1.0 | .0 | .0 | 84431.0 | |
| 2 - 3 | 1145.0 | 7619.0 | 22430.0 | 20275.0 | 3644.0 | 5.0 | 1.0 | .0 | .0 | 66120.0 | |
| 3 - 4 | 105.0 | 1325.0 | 7907.0 | 25134.0 | 12597.0 | 67.0 | .0 | .0 | .0 | 47096.0 | |
| 4 - 5 | 59.0 | 741.0 | 2379.0 | 9649.0 | 12565.0 | 421.0 | 1.0 | .0 | .0 | 25354.0 | |
| 5 - 6 | 19.0 | 88.0 | 1612.0 | 1017.0 | 12197.0 | 1438.0 | .0 | .0 | .0 | 19160.0 | |
| 6 - 7 | 26.0 | 78.0 | 2467.0 | 2178.0 | 8360.0 | 2427.0 | 7.0 | .0 | .0 | 15539.0 | |
| 7 - 8 | 7.0 | 24.0 | 770.0 | 1963.0 | 5241.0 | 7307.0 | 12.0 | .0 | .0 | 10326.0 | |
| 8 - 9 | 3.0 | 12.0 | 716.0 | 1175.0 | 5314.0 | 3954.0 | 42.0 | .0 | .0 | 10816.0 | |
| 9 - 10 | 1.0 | 8.0 | 147.0 | 960.0 | 4532.0 | 3958.0 | 130.0 | .0 | .0 | 9637.0 | |
| 10 - 11 | 1.0 | 7.0 | 92.0 | 522.0 | 3222.0 | 4344.0 | 459.0 | .0 | .0 | 9633.0 | |
| 11 - 12 | .0 | 2.0 | 80.0 | 258.0 | 2237.0 | 6626.0 | 773.0 | 5.0 | .0 | 7741.0 | |
| 12 - 13 | 1.0 | .0 | 19.0 | 217.0 | 2063.0 | 5262.0 | 1208.0 | 53.0 | .0 | 8823.0 | |
| 13 - 14 | 1.0 | 1.0 | 75.0 | 327.0 | 1959.0 | 5637.0 | 1798.0 | 134.0 | 5.0 | 9897.0 | |
| 14 - 15 | 1.0 | 2.0 | 13.0 | 167.0 | 1403.0 | 5195.0 | 2313.0 | 310.0 | 27.0 | 9451.0 | |
| 15 - 16 | .0 | 1.0 | 12.0 | 131.0 | 1338.0 | 4785.0 | 2905.0 | 532.0 | 63.0 | 9467.0 | |
| 16 - 17 | .0 | 1.0 | 6.0 | 61.0 | 786.0 | 6438.0 | 3416.0 | 777.0 | 130.0 | 9595.0 | |
| 17 - 18 | 1.0 | .0 | 8.0 | 55.0 | 570.0 | 4735.0 | 3520.0 | 893.0 | 705.0 | 9778.0 | |
| 18 - 19 | .0 | .0 | 7.0 | 121.0 | 1155.0 | 5642.0 | 5157.0 | 1288.0 | 335.0 | 13715.0 | |
| 19 - 20 | .0 | 2.0 | 5.0 | 64.0 | 492.0 | 4315.0 | 4800.0 | 1372.0 | 461.0 | 11962.0 | |
| 20 - 21 | .0 | .0 | 2.0 | 26.0 | 284.0 | 1753.0 | 2296.0 | 804.0 | 295.0 | 5460.0 | |
| 21 - 22 | .0 | .0 | .0 | 12.0 | 177.0 | 928.0 | 1471.0 | 600.0 | 276.0 | 3464.0 | |
| 22 - 23 | .0 | .0 | .0 | 5.0 | 98.0 | 504.0 | 1189.0 | 572.0 | 391.0 | 2829.0 | |
| 23 - 24 | .0 | .0 | .0 | 2.0 | .0 | 24.0 | 167.0 | 478.0 | 274.0 | 205.0 | 1150.0 |
| 24 - 25 | .0 | .0 | 1.0 | 2.0 | 74.0 | 97.0 | 238.0 | 113.0 | 100.0 | 571.0 | |
| 25 - 26 | .0 | .0 | 1.0 | 1.0 | 5.0 | 58.0 | 282.0 | 190.0 | 183.0 | 721.0 | |
| 26 - 27 | .0 | .0 | 1.0 | .0 | 4.0 | 58.0 | 314.0 | 205.0 | 240.0 | 822.0 | |
| 27 - 28 | .0 | .0 | 1.0 | 1.0 | 3.0 | 36.0 | 178.0 | 136.0 | 153.0 | 509.0 | |
| 28 - 29 | .0 | .0 | .0 | .0 | 7.0 | 50.0 | 276.0 | 191.0 | 224.0 | 766.0 | |
| 29 - 30 | .0 | .0 | .0 | .0 | 4.0 | 49.0 | 203.0 | 171.0 | 219.0 | 650.0 | |
| 30+ | .0 | .0 | .0 | 1.0 | 6.0 | 36.0 | 272.0 | 230.0 | 255.0 | 800.0 | |
| Total | 34768.0 | 72803.0 | 62265.0 | 62044.0 | 80577.0 | 66170.0 | 33740.0 | 18000.0 | 3768.0 | 474735.0 | |

Table B-1

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors
 $(P_{ijk}/T_{ijk}, P_{i-1,jk}/T_{i-1,jk})$

| Years of Service | Paygrade | | | | | | | | Fiscal Year 1973 |
|------------------------|----------|---------|---------|---------|---------|--------|---------|---------|------------------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | |
| 0 - 1 | - .3816 | - .3091 | - .3226 | - .8468 | - .0281 | .5313 | - .1386 | .0000 | .8000 |
| 1 - 2 | - .3721 | .2318 | - .2033 | - .5556 | .0581 | .9343 | - .1250 | .0000 | .0000 |
| 2 - 3 | .3190 | .4776 | - .4860 | - .2024 | - .1961 | .9638 | - .5972 | .0000 | .0000 |
| 3 - 4 | .6250 | .5195 | .3633 | .5552 | .3478 | .5277 | .1910 | - .2000 | .0000 |
| 4 - 5 | .2263 | - .5091 | - .6747 | .6017 | .6815 | .0360 | - .0133 | .0000 | .0000 |
| 5 - 6 | .2699 | .1855 | .1628 | .0109 | .6635 | .4872 | .2564 | .0000 | .0000 |
| 6 - 7 | .5182 | .6791 | .1750 | .5243 | .8381 | .7815 | - .6257 | .0000 | .0000 |
| 7 - 8 | .0727 | .1073 | .0213 | .5095 | .7013 | .8529 | .6415 | .0000 | .0000 |
| 8 - 9 | .7623 | .1795 | .4257 | .5675 | .5200 | .5730 | .1396 | .0000 | .0000 |
| 9 - 10 | .1723 | -.2152 | .2237 | .6103 | .2938 | .2157 | .3946 | .0000 | .0000 |
| 10-11 | -.3255 | -.7245 | .5890 | .6358 | .5490 | .6125 | .4641 | -.3700 | .0000 |
| 11-12 | -.1572 | -.3585 | .2938 | .5769 | .8822 | .8544 | .7784 | -.2549 | .0000 |
| 12-13 | -.5917 | .9032 | .3260 | .7751 | .7401 | .7852 | .7288 | .0855 | .0000 |
| 13-14 | -.0510 | -.0221 | -.1274 | .9472 | .7725 | .7962 | .7366 | .0981 | .3696 |
| 14-15 | -.2500 | -.4035 | -.1169 | .6637 | .3992 | .2394 | .0730 | -.1344 | .4000 |
| 15-16 | -.2928 | -.3162 | .0162 | .0029 | .3076 | .3485 | .2653 | .0884 | -.0426 |
| 16-17 | -.2000 | -.0000 | -.1404 | -.1856 | -.0384 | .4827 | .5920 | .4886 | -.0182 |
| 17-18 | -.2000 | -.0000 | -.0469 | .4365 | .6507 | .7876 | .6910 | .3819 | .4596 |
| 18-19 | -.6604 | -.3071 | -.1752 | .7522 | .5534 | .6578 | .5386 | .4065 | .2947 |
| 19-20 | .5950 | -.2767 | -.2736 | .5011 | .6579 | .7569 | .4787 | -.1473 | .8121 |
| 20-21 | -.2029 | .8783 | .4501 | .3061 | .2092 | .2172 | .0588 | -.1941 | -.2730 |
| 21-22 | .0200 | -.0000 | -.1182 | -.2339 | .3497 | .0434 | .1731 | .3535 | .8846 |
| 22-23 | -.0530 | -.2000 | .2161 | .1002 | -.3045 | .0937 | .3940 | .5484 | .5798 |
| 23-24 | .2900 | -.0000 | -.5697 | -.2399 | .2530 | .1654 | .3177 | .4174 | .5207 |
| 24-25 | .0000 | -.0000 | .0000 | -.0315 | -.0578 | .1929 | .3223 | .3671 | .3958 |
| 25-26 | .0000 | -.0000 | .0000 | .1306 | -.0315 | -.0578 | -.3223 | .3671 | .3958 |
| 26-27 | .0000 | -.0000 | .0000 | .1429 | .2729 | .1302 | .2438 | .3421 | .3991 |
| 27-28 | .0000 | -.0000 | .0000 | .0667 | .3859 | .6299 | .2977 | .4327 | .3393 |
| 28-29 | .0000 | -.0000 | .0000 | .3894 | -.3176 | -.0043 | .0051 | .2890 | .0736 |
| 29-30 | .0000 | -.0000 | .0000 | .1176 | .7057 | .5818 | .3781 | .3011 | .1458 |
| 30+ | .0000 | -.0000 | .0000 | .2572 | .6583 | .0018 | -.1693 | .3276 | .2096 |
| | | | | .0362 | .6402 | .5445 | .5445 | .0430 | .0193 |

Table B-1 (Continued)

| Years of Service | Paygrade | | | | | | | | |
|------------------------|----------|--------|----------|---------|--------|--------|--------|----------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
| Fiscal Year 1975 | | | | | | | | | |
| 0 - 1 | | | | | | | | | |
| 1 - 2 | • 1655 | • 0622 | • 4536 | • 5499 | • 8720 | • 9281 | • 1416 | • 0000 | • 0000 |
| 2 - 3 | - 5251 | - 4072 | • 5531 | • 4473 | - 0119 | • 9244 | • 8750 | • 0000 | • 0000 |
| 3 - 4 | • 5801 | • 6566 | - 1823 | • 1549 | • 5902 | • 8322 | • 3075 | • 0000 | • 0000 |
| 4 - 5 | • 1551 | • 3787 | • 5349 | • 7036 | • 9274 | • 1813 | • 5392 | 1 • 0000 | • 0000 |
| 5 - 6 | • 3528 | • 5993 | • 8537 | • 0327 | • 8553 | • 8307 | • 8633 | • 0000 | • 0000 |
| 6 - 7 | • 2975 | • 6529 | • 6048 | • 9028 | • 9961 | • 9269 | - 1067 | • 0000 | • 0000 |
| 7 - 8 | • 3336 | • 0939 | • 7865 | • 8998 | • 9500 | • 9737 | - 6432 | • 0000 | • 0000 |
| 8 - 9 | • 6221 | • 3491 | • 0515 | • 9227 | • 9325 | • 9769 | • 6226 | • 0000 | • 0000 |
| 9 - 10 | • 6246 | • 3209 | • 3121 | - 11757 | • 3768 | • 9761 | • 8022 | • 0000 | • 0000 |
| 10-11 | - 1584 | - 7661 | • 5112 | • 3398 | • 2584 | • 9639 | • 8919 | • 0000 | • 0000 |
| 11-12 | • 1362 | - 3659 | • 1981 | • 7295 | • 3732 | • 9884 | • 9298 | • 1434 | • 0000 |
| 12-13 | • 2603 | - 0985 | • 5035 | • 9692 | • 9949 | • 9992 | • 9904 | - 0038 | • 0000 |
| 13-14 | • 7131 | • 5736 | • 8883 | • 9622 | • 9867 | • 9960 | • 9958 | • 5226 | • 0000 |
| 14-15 | - 5000 | • 0725 | - 5234 | • 9781 | • 9919 | • 9928 | • 9906 | • 9643 | • 5663 |
| 15-16 | • 2928 | - 4413 | • 5511 | • 9165 | • 8714 | • 9759 | • 9522 | • 9828 | • 8897 |
| 16-17 | - 2000 | • 0000 | • 4825 | • 8199 | • 9832 | • 9596 | • 9737 | • 9661 | • 7793 |
| 17-18 | - 2000 | • 6325 | • 2709 | • 8661 | • 9717 | • 9943 | • 9945 | • 9862 | • 9531 |
| 18-19 | - 4300 | - 4472 | • 7115 | • 9147 | • 9847 | • 9938 | • 9793 | • 9698 | • 9007 |
| 19-20 | • 7971 | - 3671 | • 9433 | • 8350 | • 9431 | • 9254 | • 9923 | • 9974 | • 9046 |
| 20-21 | • 2200 | • 1758 | • 7961 | • 2642 | • 9055 | • 9285 | • 9142 | • 7468 | • 7507 |
| 21-22 | • 2000 | • 0000 | • 3472 | • 9660 | • 9606 | • 9782 | • 9916 | • 9772 | • 9775 |
| 22-23 | • 0000 | • 0000 | - 9025 | • 7936 | • 9458 | • 9347 | • 9947 | • 9963 | • 943 |
| 23-24 | • 0000 | • 0000 | • 4186 | • 8954 | • 9464 | • 9887 | • 9865 | • 9945 | • 9769 |
| 24-25 | • 0000 | • 0000 | - 1610 | • 7628 | • 8932 | • 9459 | • 9968 | • 9964 | • 9904 |
| 25-26 | • 0000 | • 0000 | • 7895 | • 5628 | • 8999 | • 9872 | • 9991 | • 9973 | • 9947 |
| 26-27 | • 0000 | • 0000 | • 2928 | • 8073 | • 3507 | • 9731 | • 9913 | • 9981 | • 9984 |
| 27-28 | • 0000 | • 0000 | 1 • 0000 | • 8971 | • 9393 | • 9733 | • 808 | • 9907 | • 9895 |
| 28-29 | • 0000 | • 0000 | 1 • 0000 | • 2984 | • 9505 | • 2124 | • 9760 | • 9772 | • 9778 |
| 29-30 | • 0000 | • 0000 | 1 • 0000 | • 8239 | • 8487 | • 8755 | • 9655 | • 9829 | • 9565 |
| 30+ | • 0000 | • 0000 | • 0000 | • 8822 | • 8439 | • 6433 | • 5684 | • 5460 | • 9311 |

Table B-1 (Continued)

| Years of Service | Paygrade | | | | | | | | |
|------------------------|----------|---------|--------|--------|--------|--------|--------|--------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
| Fiscal Year 1976 | | | | | | | | | |
| 0 - 1 | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 - 2 | - 31 51 | - 5758 | - 7637 | - 7497 | - 1522 | - 0077 | - 0000 | - 0000 | - 0000 |
| 2 - 3 | - 34 27 | - 3442 | - 7177 | - 5015 | - 7360 | - 1899 | - 2000 | - 1600 | - 1600 |
| 3 - 4 | - 60 40 | - 4864 | - 4535 | - 8426 | - 0492 | - 1343 | - 3930 | - 0000 | - 0000 |
| 4 - 5 | - 25 37 | - 5775 | - 0422 | - 6989 | - 4266 | - 0199 | - 5313 | - 0000 | - 0000 |
| 5 - 6 | - 39 21 | - 6192 | - 9638 | - 9558 | - 4944 | - 4314 | - 0000 | - 0000 | - 0000 |
| 6 - 7 | - 37 42 | - 3629 | - 8038 | - 7681 | - 8814 | - 2535 | - 0000 | - 0000 | - 0000 |
| 7 - 8 | - 12 95 | - 4227 | - 5849 | - 8223 | - 9845 | - 9224 | - 0000 | - 0000 | - 0000 |
| 8 - 9 | - 42 78 | - 0267 | - 1543 | - 7475 | - 9537 | - 0500 | - 0000 | - 0000 | - 0000 |
| 9 - 10 | - 73 55 | - 7505 | - 8709 | - 6340 | - 9573 | - 7778 | - 5860 | - 0000 | - 0000 |
| 10-11 | - 36 07 | - 6459 | - 8444 | - 2315 | - 8359 | - 8440 | - 1283 | - 0000 | - 0000 |
| 11-12 | - 59 65 | - 0545 | - 7477 | - 7512 | - 9572 | - 9920 | - 1265 | - 0000 | - 0000 |
| 12-13 | - 82 83 | - 3941 | - 1415 | - 8665 | - 9895 | - 9738 | - 5097 | - 0000 | - 0000 |
| 13-14 | - 04 46 | - 5517 | - 7997 | - 9307 | - 9793 | - 9745 | - 9090 | - 5918 | - 0000 |
| 14-15 | - 38 03 | - 2564 | - 6717 | - 8965 | - 9495 | - 9006 | - 9210 | - 3450 | - 0000 |
| 15-16 | - 20 00 | - 2290 | - 2921 | - 8240 | - 9712 | - 9702 | - 8078 | - 4599 | - 0000 |
| 16-17 | - 00 00 | - 1740 | - 5159 | - 2674 | - 7955 | - 9524 | - 9883 | - 9020 | - 0000 |
| 17-18 | - 31 62 | - 0235F | - 7512 | - 3399 | - 8741 | - 0757 | - 9829 | - 7776 | - 0000 |
| 18-19 | 1.00 20 | - 3824 | - 4737 | - 5251 | - 9131 | - 9802 | - 9695 | - 1418 | - 0000 |
| 19-20 | - 79 71 | - 2770 | - 3531 | - 5342 | - 9430 | - 9566 | - 9480 | - 9141 | - 0000 |
| 20-21 | - 26 20 | - 2493 | - 9362 | - 1952 | - 9535 | - 9301 | - 8706 | - 3706 | - 0000 |
| 21-22 | - 33 00 | - 5629 | - 4559 | - 8078 | - 8737 | - 9660 | - 9032 | - 8407 | - 0000 |
| 22-23 | - 29 00 | - 0000 | - 1110 | - 0205 | - 6999 | - 9878 | - 9551 | - 9743 | - 0000 |
| 23-24 | - 72 00 | - 4333 | - 3217 | - 0989 | - 6734 | - 9703 | - 9435 | - 9114 | - 0000 |
| 24-25 | - 60 00 | - 0000 | - 1847 | - 0395 | - 9447 | - 9507 | - 9915 | - 9447 | - 0000 |
| 25-26 | - 55 00 | - 0000 | - 4521 | - 5192 | - 9459 | - 9507 | - 9348 | - 9267 | - 0000 |
| 26-27 | - 68 00 | - 0000 | - 1209 | - 3024 | - 4845 | - 9837 | - 9340 | - 9166 | - 0000 |
| 27-28 | - 00 00 | - 0000 | - 2227 | - 8231 | - 2971 | - 8088 | - 8974 | - 8617 | - 0000 |
| 28-29 | - 00 00 | - 0000 | - 4545 | - 1104 | - 5437 | - 6624 | - 9247 | - 8797 | - 0000 |
| 29-30 | - 00 00 | - 0000 | - 5477 | - 6382 | - 8200 | - 9783 | - 7125 | - 6792 | - 0000 |
| 30+ | - 00 00 | - 0000 | - 4358 | - 4717 | - 7632 | - 7661 | - 7292 | - 6792 | - 0000 |

Table B-2

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors
 $(P_{ijk}/T_{ijk}, P_{i-1,j-1,k}/T_{i-1,j-1,k})$

| Years of Service | Paygrade | | | | | | | |
|------------------------|----------|-----|-----|-----|-----|-----|-----|-----|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 |
| Fiscal Year 1973 | | | | | | | | |
| 0 - 1 | T. | T. | 1. | 1. | 1. | 1. | 1. | 1. |
| 1 - 2 | 2. | 1. | 3. | 2. | 1. | 2. | 3. | 3. |
| 2 - 3 | 1. | 1. | 2. | 3. | 1. | 2. | 3. | 3. |
| 3 - 4 | 1. | 2. | 3. | 1. | 3. | 2. | 3. | 3. |
| 4 - 5 | 1. | 2. | 3. | 2. | 3. | 2. | 2. | 2. |
| 5 - 6 | 2. | 2. | 2. | 3. | 2. | 2. | 3. | 3. |
| 6 - 7 | 2. | 1. | 2. | 2. | 2. | 2. | 3. | 3. |
| 7 - 8 | 2. | 1. | 2. | 2. | 3. | 1. | 3. | 3. |
| 8 - 9 | 2. | 3. | 1. | 2. | 2. | 2. | 3. | 3. |
| 9 - 10 | 2. | 2. | 2. | 3. | 2. | 2. | 2. | 2. |
| 10-11 | 2. | 2. | 1. | 2. | 2. | 2. | 3. | 3. |
| 11-12 | 1. | 3. | 2. | 2. | 2. | 2. | 3. | 3. |
| 12-13 | 2. | 1. | 2. | 2. | 2. | 2. | 2. | 3. |
| 13-14 | 2. | 2. | 2. | 2. | 2. | 2. | 3. | 3. |
| 14-15 | 1. | 1. | 2. | 2. | 2. | 2. | 3. | 3. |
| 15-16 | 2. | 3. | 2. | 2. | 3. | 2. | 2. | 2. |
| 16-17 | 2. | 3. | 2. | 2. | 2. | 2. | 3. | 3. |
| 17-18 | 2. | 2. | 2. | 2. | 2. | 2. | 2. | 2. |
| 18-19 | 2. | 3. | 2. | 2. | 2. | 2. | 3. | 3. |
| 19-20 | 1. | 1. | 2. | 2. | 2. | 2. | 2. | 3. |
| 20-21 | 2. | 1. | 2. | 1. | 2. | 1. | 3. | 3. |
| 21-22 | 2. | 3. | 2. | 2. | 2. | 2. | 2. | 1. |
| 22-23 | 2. | 2. | 1. | 2. | 2. | 2. | 2. | 2. |
| 23-24 | 2. | 2. | 2. | 2. | 2. | 2. | 2. | 2. |
| 24-25 | 2. | 1. | 2. | 2. | 2. | 2. | 2. | 2. |
| 25-26 | 2. | 2. | 2. | 2. | 2. | 2. | 2. | 2. |
| 26-27 | 2. | 2. | 3. | 3. | 3. | 2. | 2. | 2. |
| 27-28 | 2. | 3. | 3. | 2. | 2. | 2. | 2. | 2. |
| 28-29 | 2. | 3. | 2. | 3. | 2. | 2. | 2. | 2. |
| 29-30 | 2. | 3. | 2. | 2. | 2. | 2. | 2. | 2. |
| 30+ | 3. | 2. | 1. | 1. | 1. | 1. | 1. | 1. |

Table B-2 (Continued)

| Years of Service | Paygrade | | | | | | | | |
|------------------------|----------|--------|--------|--------|--------|--------|--------|--------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
| Fiscal Year 1975 | | | | | | | | | |
| 0 - 1 | -1547 | -1123 | .6590 | .7970 | .6284 | .6949 | -1644 | .0000 | .0000 |
| 1 - 2 | .5124 | .8693 | .4112 | -.4975 | -.1351 | .3192 | -.2433 | .0000 | .0000 |
| 2 - 3 | .5703 | .6640 | -.6529 | -.0618 | .1855 | .2832 | -.6266 | .0000 | .0000 |
| 3 - 4 | .1919 | .2997 | .7732 | .7861 | .3917 | .1935 | -.1952 | -.4286 | .0000 |
| 4 - 5 | -.0489 | .6790 | .4299 | .0947 | .1897 | -.0848 | .2392 | -.2000 | .0000 |
| 5 - 6 | -.2733 | -.0796 | .2571 | .2549 | -.1120 | .0311 | .1781 | .0000 | .0000 |
| 6 - 7 | -.0332 | .3482 | .1372 | -.0212 | .3658 | -.4434 | -.4726 | .0000 | .0000 |
| 7 - 8 | -.3483 | .1104 | .3095 | -.1780 | .1251 | .0795 | .6017 | .0000 | .0000 |
| 8 - 9 | -.5193 | .2328 | .5405 | .0574 | -.0021 | .0464 | .5974 | -.2000 | .0000 |
| 9 - 10 | -.0300 | -.1533 | -.0389 | -.0542 | .4408 | .5254 | -.0005 | -.2000 | .0000 |
| 10-11 | -.0981 | -.7246 | -.2401 | .3834 | .2559 | .3437 | .4623 | -.3299 | .0000 |
| 11-12 | -.6435 | -.3566 | .0853 | -.4372 | .2787 | .2363 | .0954 | -.3455 | .0000 |
| 12-13 | -.2279 | .2286 | -.2901 | -.1866 | .5358 | .6875 | .6511 | .0241 | .0000 |
| 13-14 | .1429 | .0724 | .0745 | .6858 | .8872 | .8766 | .8292 | .6776 | .4628 |
| 14-15 | -.2500 | .2881 | .1407 | .8671 | .7655 | .7803 | .7527 | .7413 | .8628 |
| 15-16 | -.2020 | -.2000 | -.9012 | .7970 | .7960 | .7837 | .9013 | .6515 | .5104 |
| 16-17 | -.2928 | -.2000 | .6667 | -.2706 | .6588 | .2960 | .0962 | -.0024 | -.2563 |
| 17-18 | -.0000 | -.2000 | -.1799 | .1887 | .2496 | .1925 | .1491 | -.0239 | .1076 |
| 18-19 | -.5000 | -.2928 | -.2111 | .4205 | .1633 | .4792 | .3846 | -.3351 | .4561 |
| 19-20 | .2500 | -.2000 | -.1504 | .2914 | .8075 | .8620 | .6527 | .6373 | .5684 |
| 20-21 | .0000 | -.0000 | .6990 | .0278 | .9066 | .5721 | .4068 | .2251 | .6215 |
| 21-22 | .0000 | -.0000 | .4039 | .1724 | .6307 | .5200 | .4313 | -.2498 | .5187 |
| 22-23 | .0000 | -.0000 | .0000 | .1289 | -.1344 | .1229 | .3771 | .1393 | -.1347 |
| 23-24 | .0000 | -.0000 | -.3087 | -.3768 | -.1973 | .0256 | .2918 | .6174 | .6942 |
| 24-25 | .0000 | -.0000 | -.4296 | .0946 | .2366 | -.0991 | .3156 | .5511 | .6255 |
| 25-26 | .0000 | -.0000 | .0000 | .4148 | .5089 | .1462 | .3597 | .4492 | .4403 |
| 26-27 | .0000 | -.0000 | -.2000 | -.6140 | .2327 | .2102 | .3348 | .3611 | .3585 |
| 27-28 | .0000 | -.2000 | -.2000 | -.4235 | .0397 | .0461 | .3212 | .4298 | .1759 |
| 28-29 | .0000 | -.0000 | -.2000 | .3426 | -.0693 | -.0653 | .2093 | .3579 | .2974 |
| 29-30 | .0000 | -.0000 | -.2000 | .1000 | -.3723 | .0618 | -.0687 | .1546 | .1291 |
| 30+ | .0000 | -.0000 | .0000 | .3141 | .0059 | .8439 | .3097 | .4040 | .2704 |

Table B-2 (Continued)

| Years of Service | Paygrade | | | | | | | | | Fiscal Year 1976 |
|------------------------|-----------|----------|----------|----------|--------|----------|----------|----------|--------|------------------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 - 2 | • 15 56 | - • 1577 | - • 2819 | • 2766 | • 6731 | • 9670 | • 4497 | • 0000 | • 0000 | • 0000 |
| 2 - 3 | • 11 79 | - • 7684 | - • 5434 | • 4044 | • 7602 | • 9625 | • 4112 | • 0000 | • 0000 | • 0000 |
| 3 - 4 | • 66 34 | - • 1650 | - • 3862 | • 2728 | • 9305 | - • 2300 | - • 3153 | • 0000 | • 0000 | • 0000 |
| 4 - 5 | - • 2932 | - • 1393 | - • 4729 | - • 6587 | • 7475 | - • 2849 | - • 8394 | • 8783 | • 0000 | • 0000 |
| 5 - 6 | • 63 56 | - • 5745 | - • 9625 | - • 6525 | • 3528 | • 8858 | • 5593 | • 0000 | • 0000 | • 0000 |
| 6 - 7 | - • 78 C1 | - • 1251 | - • 1237 | • 3123 | • 9552 | • 9775 | • 5458 | • 0000 | • 0000 | • 0000 |
| 7 - 8 | - • 31 24 | - • 6664 | - • 8525 | • 6245 | • 9038 | • 8100 | - • 4385 | • 0000 | • 0000 | • 0000 |
| 8 - 9 | • 31 50 | - • 1012 | - • 6560 | • 9608 | • 7598 | • 8585 | • 6082 | • 0000 | • 0000 | • 0000 |
| 9 - 10 | • 76 98 | - • 6639 | - • 8593 | • 8044 | • 9696 | • 9776 | • 9023 | - • 2000 | • 0000 | • 0000 |
| 10-11 | • 08 41 | - • 7494 | - • 0918 | • 3517 | • 9303 | • 9981 | • 9416 | • 9655 | • 0000 | • 0000 |
| 11-12 | • 46 22 | - • 5515 | - • 4582 | • 2254 | • 8950 | • 9352 | • 8858 | - • 6395 | • 0000 | • 0000 |
| 12-13 | • 07 39 | - • 2844 | - • 5705 | • 6766 | • 9804 | • 9982 | • 9476 | - • 1109 | • 0000 | • 0000 |
| 13-14 | • 74 68 | - • 7921 | - • 9276 | • 9064 | • 9907 | • 9961 | • 9968 | • 8268 | • 0000 | • 0000 |
| 14-15 | - • 2928 | - • 4108 | - • 7035 | • 9875 | • 9963 | • 9926 | • 9967 | • 9736 | • 8325 | • 0000 |
| 15-16 | • 20 00 | - • 1615 | - • 6310 | • 9298 | • 9938 | • 9960 | • 9958 | • 9955 | • 8305 | • 0000 |
| 16-17 | - • 2928 | - • 2000 | - • 5481 | • 8423 | • 9988 | • 9906 | • 9944 | • 9684 | • 9231 | • 0000 |
| 17-18 | • 00 00 | - • 2000 | - • 5198 | • 8802 | • 9825 | • 9850 | • 9819 | • 9859 | • 9154 | • 0000 |
| 18-19 | - • 31 62 | - • 2928 | - • 6246 | • 9221 | • 9399 | • 9977 | • 9798 | • 9703 | • 9845 | • 0000 |
| 19-20 | • 25 00 | - • 2000 | - • 7776 | • 3399 | • 9284 | • 9859 | • 9535 | • 925 | • 9402 | • 0000 |
| 20-21 | • 00 00 | - • 0000 | - • 3577 | • 5583 | • 9815 | • 9717 | • 9463 | • 9293 | • 9690 | • 0000 |
| 21-22 | • 00 00 | - • 0000 | - • 7584 | • 8334 | • 9753 | • 9826 | • 9868 | • 9768 | • 9918 | • 0000 |
| 22-23 | • 00 00 | - • 0000 | - • 1366 | • 3347 | • 8570 | • 9914 | • 9924 | • 9934 | • 9652 | • 0000 |
| 23-24 | • 00 00 | - • 0000 | - • 1099 | • 6419 | • 5994 | • 9792 | • 9762 | • 9741 | • 9312 | • 0000 |
| 24-25 | • 00 00 | - • 0000 | - • 2288 | • 8121 | • 2767 | • 7511 | • 9947 | • 9970 | • 9952 | • 0000 |
| 25-26 | • 00 00 | - • 0000 | - • 0000 | • 6183 | • 7757 | • 9559 | • 9958 | • 9981 | • 9965 | • 0000 |
| 26-27 | • 00 00 | - • 0000 | - • 2000 | • 6917 | • 9003 | • 9342 | • 9831 | • 9980 | • 9985 | • 0000 |
| 27-28 | • 00 00 | - • 0000 | - • 0000 | • 1.0000 | • 7498 | • 9286 | • 9985 | • 9941 | • 9982 | • 9908 |
| 28-29 | • 00 00 | - • 0000 | - • 0000 | • 2546 | • 9196 | • 9400 | • 9857 | • 9921 | • 9938 | • 0000 |
| 29-30 | • 00 00 | - • 0000 | - • 0000 | • 7273 | • 9258 | • 7743 | • 9929 | • 9928 | • 9932 | • 0000 |
| 30+ | • 00 00 | - • 0000 | - • 0000 | - • 0890 | • 7953 | • 6453 | • 3900 | • 5410 | • 9329 | • 0000 |

Table B-3

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors
 $(P_{ijk}/T_{ijk}, P_{i-1,j-1,k-1}/T_{i-1,j-1,k-1})$

| Years of Service | Paygrade | | | | | | | | |
|------------------------|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
| Fiscal Year 1973 | | | | | | | | | |
| -1 | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| -2 | -61.63 | 56.58 | 71.17 | -10.90 | 32.92 | -58.92 | 0.0000 | 0.0000 | 0.0000 |
| -3 | -24.12 | -0.387 | 71.07 | 58.01 | -25.65 | -48.02 | 0.0000 | 0.0000 | 0.0000 |
| -4 | -0.46 | -36.37 | -53.72 | 79.66 | 14.59 | 24.29 | -55.36 | 0.0000 | 0.0000 |
| -5 | -11.27 | 54.29 | -69.26 | -0.0539 | 7.936 | 24.39 | -61.69 | 0.0000 | 0.0000 |
| -6 | -47.22 | 23.48 | 88.65 | 20.19 | -24.39 | -24.37 | 0.0000 | 0.0000 | 0.0000 |
| -7 | -24.03 | -10.93 | 55.02 | 17.09 | 74.19 | -59.25 | 0.0000 | 0.0000 | 0.0000 |
| -8 | -16.52 | 78.80 | 74.64 | 0.0294 | 5.989 | -25.98 | 0.0000 | 0.0000 | 0.0000 |
| -9 | -21.37 | 31.18 | 46.92 | -20.68 | 6.738 | -26.98 | -33.12 | 0.0000 | 0.0000 |
| -10 | -39.81 | 45.11 | -26.55 | 56.12 | 9.833 | -38.68 | -54.13 | 0.0000 | 0.0000 |
| -11 | -66.41 | -53.32 | 12.09 | -38.46 | 2.931 | -25.86 | -43.16 | 0.0000 | 0.0000 |
| -12 | -79.18 | -27.42 | -27.36 | -13.05 | 8.754 | 9.669 | -77.54 | 0.0000 | 0.0000 |
| -13 | -43.67 | -36.82 | 18.09 | -21.87 | 9.538 | 9.968 | -16.26 | 0.0000 | 0.0000 |
| -14 | -39.49 | 58.45 | 56.51 | 69.18 | 9.808 | 9.950 | 9.417 | -7.178 | -8.154 |
| -15 | -22.38 | 36.78 | 56.76 | 88.53 | 9.770 | 9.921 | 9.866 | -8.154 | -9.355 |
| -16 | -20.00 | -0.0295 | -34.14 | 8.041 | 9.824 | 9.901 | 9.891 | -9.355 | -9.813 |
| -17 | -80.00 | -18.07 | 32.87 | 83.57 | 9.871 | 9.669 | 9.883 | -9.813 | -9.436 |
| -18 | -20.00 | -4.488 | 78.14 | 20.51 | 8.653 | 9.625 | 9.638 | -9.449 | -9.449 |
| -19 | -29.28 | -48.89 | -61.82 | -61.49 | 9.092 | 9.465 | 9.398 | -9.567 | -9.567 |
| -20 | -31.62 | -29.45 | -20.01 | 85.42 | 9.641 | 9.631 | 9.218 | -9.233 | -9.233 |
| -21 | -50.00 | 46.61 | -63.42 | 9.144 | 9.485 | 9.223 | 9.542 | -9.436 | -9.436 |
| -22 | -0.00 | 0.000 | -75.83 | 38.37 | 9.195 | 9.771 | 9.653 | -8.990 | -8.990 |
| -23 | -0.00 | 0.000 | -15.16 | 34.29 | 9.612 | 9.664 | 8.8521 | -6.698 | -6.698 |
| -24 | -0.00 | -33.71 | 50.57 | 4.122 | 8.661 | 7.542 | 9.088 | -8.809 | -8.809 |
| -25 | -0.00 | 0.000 | -0.0760 | 6.213 | 6.635 | 9.101 | 9.333 | -9.917 | -9.917 |
| -26 | -0.00 | 0.000 | -25.90 | 6.231 | 5.801 | 8.079 | 9.047 | -8.881 | -8.881 |
| -27 | -0.00 | 0.000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 |
| -28 | -0.00 | 0.000 | -0.0795 | -0.0000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 | -0.0000 |
| -29 | -0.00 | -2.000 | -6.145 | -5.964 | -9.258 | -9.913 | -9.823 | -9.630 | -9.630 |
| -30 | -0.00 | 0.000 | 4.000 | -6.490 | 7.226 | 9.666 | 8.656 | -9.114 | -9.114 |
| 0+ | -0.00 | 0.000 | 5.795 | -5.036 | 9.102 | 2.801 | -0.9251 | -0.9251 | -0.4702 |

Table B-3 (Continued)

| Years of Service | Paygrade | | | | | | | | |
|------------------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
| Fiscal Year 1975 | | | | | | | | | |
| - 1 | 1• | 1• | 1• | 1• | 1• | 1• | 1• | 1• | 1• |
| - 2 | 1• | 1• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| - 3 | 1• | 1• | 2• | 3• | 3• | 3• | 3• | 3• | 3• |
| - 4 | 2• | 1• | 1• | 1• | 1• | 2• | 2• | 2• | 3• |
| - 5 | 1• | 1• | 3• | 3• | 3• | 3• | 3• | 3• | 3• |
| - 6 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| - 7 | 1• | 1• | 1• | 1• | 2• | 2• | 2• | 2• | 3• |
| - 8 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| - 9 | 2• | 2• | 1• | 2• | 2• | 2• | 2• | 2• | 2• |
| - 10 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 10-11 | 2• | 2• | 3• | 2• | 2• | 2• | 2• | 2• | 3• |
| 11-12 | 2• | 3• | 3• | 2• | 1• | 2• | 2• | 2• | 3• |
| 12-13 | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 2• | 3• |
| 13-14 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 14-15 | 1• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 15-16 | 2• | 2• | 2• | 3• | 2• | 2• | 2• | 2• | 3• |
| 16-17 | 2• | 2• | 3• | 2• | 1• | 2• | 2• | 2• | 3• |
| 17-18 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 18-19 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 19-20 | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 20-21 | 2• | 2• | 3• | 1• | 2• | 2• | 2• | 2• | 3• |
| 21-22 | 2• | 2• | 3• | 2• | 2• | 2• | 2• | 2• | 2• |
| 22-23 | 2• | 2• | 3• | 2• | 1• | 2• | 2• | 2• | 2• |
| 23-24 | 2• | 2• | 3• | 2• | 2• | 2• | 2• | 2• | 2• |
| 24-25 | 2• | 2• | 3• | 2• | 2• | 2• | 2• | 2• | 2• |
| 25-26 | 2• | 2• | 3• | 2• | 2• | 3• | 2• | 2• | 2• |
| 26-27 | 2• | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 2• |
| 27-28 | 2• | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 2• |
| 28-29 | 2• | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 2• |
| 29-30 | 2• | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 2• |
| 30+ | 2• | 2• | 3• | 3• | 2• | 2• | 2• | 2• | 3• |

Table B-3 (Continued)

| Years of Service | Paygrade | | | | | | | Fiscal Year 1976 | | | | | | |
|------------------------|----------|---------|---------|---------|---------|---------|---------|------------------|---------|--|--|--|--|--|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | | | | |
| 0 - 1 | * 62 59 | * 322 2 | * 771 3 | * 804 7 | * 428 6 | * 753 8 | - 151 0 | * 000 0 | * 000 0 | | | | | |
| 1 - 2 | * 57 19 | * 670 6 | * 545 1 | - 291 5 | - 011 6 | * 601 9 | - 325 7 | * 000 0 | * 000 0 | | | | | |
| 2 - 3 | * 53 44 | * 403 8 | * 123 1 | * 527 8 | - 086 8 | * 302 7 | - 674 6 | * 000 0 | * 000 0 | | | | | |
| 3 - 4 | * 48 34 | - 264 9 | * 807 5 | * 955 9 | * 618 4 | - 285 0 | - 095 1 | - 428 6 | * 000 0 | | | | | |
| 4 - 5 | - 37 24 | * 739 9 | - 604 5 | - 220 9 | - 101 3 | - 289 8 | - 130 5 | - 200 0 | * 000 0 | | | | | |
| 5 - 6 | - 16 74 | * 354 1 | * 443 8 | * 832 5 | - 181 7 | * 186 3 | * 222 9 | * 000 0 | * 000 0 | | | | | |
| 6 - 7 | * 41 76 | * 564 3 | * 493 7 | * 669 2 | * 023 3 | - 403 6 | - 052 4 | * 000 0 | * 000 0 | | | | | |
| 7 - 8 | - 28 24 | * 111 3 | - 238 5 | * 251 8 | - 118 9 | - 153 8 | - 221 7 | * 000 0 | * 000 0 | | | | | |
| 8 - 9 | * 22 15 | * 534 4 | * 73C3 | - 285 3 | * 134 2 | - 382 6 | * 399 5 | - 200 0 | * 000 0 | | | | | |
| 9 - 10 | - 34 18 | - 058 3 | * 184 1 | * 078 8 | - 117 3 | - 104 7 | * 907 4 | - 200 0 | * 000 0 | | | | | |
| 10-11 | - 75 76 | - 624 8 | - 394 2 | - 382 1 | * 329 1 | * 488 0 | * 243 5 | - 256 9 | * 000 0 | | | | | |
| 11-12 | - 56 25 | - 120 2 | - 171 3 | - 175 1 | * 411 5 | * 119 1 | * 012 9 | - 118 1 | * 000 0 | | | | | |
| 12-13 | - 21 39 | - 046 6 | - 54C8 | - 554 1 | * 333 2 | * 209 2 | * 206 4 | - 090 4 | * 000 0 | | | | | |
| 13-14 | * 07 46 | - 400 0 | * 077 1 | - 098 8 | * 541 5 | * 707 4 | * 682 6 | * 389 2 | * 370 7 | | | | | |
| 14-15 | * 20 00 | - 065 6 | * 039 9 | * 663 0 | * 858 8 | * 910 0 | * 839 7 | * 942 9 | * 596 7 | | | | | |
| 15-16 | - 20 00 | - 200 0 | - 764 4 | * 757 2 | * 729 1 | * 810 5 | * 770 3 | * 730 1 | - 621 9 | | | | | |
| 16-17 | - 29 28 | - 2C00 | - 159 1 | * 239 9 | * 736 6 | * 821 1 | * 831 2 | * 683 3 | * 540 4 | | | | | |
| 17-18 | * 00 00 | * C0C0 | * 170 2 | * 109 6 | * 694 2 | * 348 4 | * 223 6 | - 187 9 | - 015 6 | | | | | |
| 18-19 | - 50 00 | - 292 8 | - 160 3 | - 008 7 | * 339 4 | * 240 2 | - 028 1 | * 179 2 | - 124 6 | | | | | |
| 19-20 | * 25 00 | - 2D00 | - 367 5 | * 2C7 9 | * 562 5 | * 672 7 | * 441 2 | * 473 4 | * 527 9 | | | | | |
| 20-21 | * 00 00 | * 000 0 | * 746 2 | - 367 2 | * 937 7 | * 563 2 | * 352 0 | * 337 6 | * 687 7 | | | | | |
| 21-22 | * 00 00 | * 000 0 | * 644 9 | - 207 8 | * 799 5 | * 581 9 | * 441 0 | - 014 7 | * 769 5 | | | | | |
| 22-23 | * 00 00 | * 000 0 | - 607 1 | - 105 2 | * 032 6 | * 548 8 | * 399 4 | - 234 6 | * 2P6 1 | | | | | |
| 23-24 | * 00 00 | * 000 0 | * 045 5 | - 646 5 | * 268 2 | * 253 5 | * 031 1 | * 121 5 | * 217 4 | | | | | |
| 24-25 | * 00 00 | * 000 0 | - 428 6 | * 083 6 | - 278 6 | - 557 4 | * 322 6 | * 591 8 | * 611 8 | | | | | |
| 25-26 | * 00 00 | * 000 2 | * 000 2 | * 455 5 | * 561 9 | * 091 5 | * 356 5 | * 562 6 | * 556 9 | | | | | |
| 26-27 | * 00 00 | * 000 2 | - 200 0 | - 221 9 | * 440 0 | * 074 4 | * 340 2 | * 444 9 | * 415 7 | | | | | |
| 27-28 | * 00 00 | - 200 0 | * 000 0 | - 536 8 | * 063 2 | - 487 0 | * 297 5 | * 365 8 | * 267 5 | | | | | |
| 28-29 | * 00 00 | * 000 2 | - 200 2 | * 528 2 | - 260 0 | * 047 2 | * 195 9 | * 359 6 | * 239 1 | | | | | |
| 29-30 | * 00 00 | * 000 0 | - 200 0 | * 415 2 | * 530 7 | * 374 3 | * 244 9 | * 290 5 | * 394 2 | | | | | |
| 30+ | * 00 00 | * 000 0 | * 000 0 | * 389 1 | - 540 0 | - 224 6 | - 059 0 | * 271 4 | * 239 2 | | | | | |

Table B-4

Cell of Conversion Factor Having Highest One-Year Lagged Correlation Coefficient With Conversion Factor of Cell to be Estimated

Table B-4 (Continued)

| Years of Service | Paygrade | Fiscal Year 1975 | | | | | | |
|------------------------|----------|------------------|--------|--------|--------|--------|--------|--------|
| | | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 |
| 0 - 1 | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 - 2 | * 9117 | * 7092 | * 4419 | - 1857 | * 4676 | - 3213 | * 0000 | * 0000 |
| 2 - 3 | - 5255 | - 0547 | * 8472 | * 5498 | * 0594 | * 1660 | * 0000 | * 0000 |
| 3 - 4 | * 8241 | * 2071 | * 3185 | * 9827 | * 4590 | * 4475 | - 4985 | * 0000 |
| 4 - 5 | * 2833 | - 3987 | - 5744 | * 3788 | * 5614 | * 3139 | - 5602 | * 0000 |
| 5 - 6 | * 4091 | * 6883 | * 5575 | * 1215 | * 0717 | - 9235 | * 0000 | * 0000 |
| 6 - 7 | * 6546 | * 0791 | * 4925 | - 1632 | * 6222 | - 6094 | * 0000 | * 0000 |
| 7 - 8 | * 5879 | * 9004 | * 8947 | - 1869 | * 4981 | - 6928 | * 0000 | * 0000 |
| 8 - 9 | * 0492 | * 7924 | * 4359 | * 1459 | * 6663 | * 0198 | - 3250 | * 0000 |
| 9 - 10 | * 4723 | * 5868 | * 3247 | * 0018 | * 8875 | - 0319 | - 1142 | * 0000 |
| 10-11 | * 1544 | - 3092 | * 0697 | * 5502 | * 9566 | * 9204 | - 1945 | * 0000 |
| 11-12 | * 8278 | - 6405 | * 3338 | - 0535 | * 8344 | * 9497 | * 4283 | * 0000 |
| 12-13 | * 4392 | * 1184 | * 2187 | - 4162 | * 9448 | * 9872 | - 1052 | * 0000 |
| 13-14 | * 2720 | * 4324 | * 4355 | - 2224 | * 9495 | * 9898 | * 9093 | - 0665 |
| 14-15 | * 1713 | * 1832 | * 7161 | * 6052 | * 9623 | * 9875 | * 9903 | * 6316 |
| 15-16 | - 2900 | * 0225 | * 4464 | * 8278 | * 9678 | * 9898 | * 9893 | * 9402 |
| 16-17 | * 8000 | * 1443 | * 0504 | * 8382 | * 9718 | * 9858 | * 9892 | * 9775 |
| 17-18 | * 2000 | - 2100 | * 8057 | * 5554 | * 9655 | * 9745 | * 9755 | * 9606 |
| 18-19 | * 0000 | - 4410 | * 4352 | * 6834 | * 9162 | * 9394 | * 9372 | * 9495 |
| 19-20 | * 3162 | * 2222 | * 1577 | * 7232 | * 2601 | * 2264 | * 9164 | * 8443 |
| 20-21 | * 0000 | * 9022 | - 2656 | * 7545 | * 9291 | * 8780 | * 9220 | * 9770 |
| 21-22 | * 0000 | * 0000 | - 5953 | * 5951 | * 8375 | * 9449 | * 9689 | * 9049 |
| 22-23 | * 0000 | * 0000 | * 2477 | * 1194 | * 9722 | * 940 | * 9439 | * 8521 |
| 23-24 | * 0000 | * 0000 | * 4926 | * 0067 | * 8640 | * 9345 | * 9069 | * 8725 |
| 24-25 | * 0000 | * 0000 | - 1974 | * 8314 | * 5524 | * 8679 | * 9539 | * 9739 |
| 25-26 | * 0000 | * 0000 | * 2207 | * 7225 | * 5711 | * 7247 | * 9333 | * 9912 |
| 26-27 | * 0000 | * 0000 | * 0000 | * 9030 | * 1710 | * 8953 | * 9352 | * 9949 |
| 27-28 | * 0000 | * 0000 | - 6795 | * 6696 | * 3937 | * 9048 | * 9503 | * 926 |
| 28-29 | * 0000 | * 0000 | * 6435 | * 5053 | * 9167 | * 9634 | * 9853 | * 9888 |
| 29-30 | * 0000 | * 0000 | * 4152 | - 8078 | * 7721 | * 9497 | * 9323 | * 9754 |
| 30+ | * 0000 | * 0000 | * 5830 | - 8144 | * 9722 | * 7932 | * 8561 | * 6934 |

Table B-4 (Continued)

| Years of Service | Paygrade | | | | | | Fiscal Year 1976 |
|------------------------|----------|-----|-----|-----|-----|-----|------------------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | |
| 0 - 1 | 1• | 1• | 1• | 1• | 1• | 1• | 1• |
| 1 - 2 | 1• | 3• | 3• | 3• | 3• | 3• | 3• |
| 2 - 3 | 1• | 1• | 2• | 2• | 2• | 2• | 3• |
| 3 - 4 | 2• | 3• | 2• | 1• | 3• | 3• | 3• |
| 4 - 5 | 1• | 1• | 2• | 2• | 3• | 3• | 3• |
| 5 - 6 | 2• | 2• | 2• | 1• | 2• | 2• | 2• |
| 6 - 7 | 1• | 3• | 1• | 3• | 2• | 2• | 3• |
| 7 - 8 | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 8 - 9 | 2• | 1• | 2• | 2• | 2• | 2• | 2• |
| 9 - 10 | 2• | 2• | 2• | 2• | 2• | 2• | 3• |
| 10-11 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 11-12 | 2• | 3• | 1• | 2• | 2• | 2• | 3• |
| 12-13 | 2• | 3• | 2• | 2• | 2• | 2• | 3• |
| 13-14 | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 14-15 | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 15-16 | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 16-17 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 17-18 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 18-19 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 19-20 | 2• | 2• | 2• | 2• | 2• | 2• | 2• |
| 20-21 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 21-22 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 22-23 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 23-24 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 24-25 | 2• | 3• | 2• | 2• | 2• | 2• | 2• |
| 25-26 | 2• | 2• | 3• | 2• | 2• | 2• | 3• |
| 26-27 | 2• | 2• | 3• | 2• | 2• | 2• | 2• |
| 27-28 | 2• | 3• | 3• | 2• | 2• | 2• | 2• |
| 28-29 | 2• | 3• | 3• | 2• | 2• | 2• | 2• |
| 29-30 | 2• | 3• | 3• | 2• | 2• | 2• | 2• |
| 30+ | 2• | 3• | 3• | 2• | 2• | 2• | 3• |

Table C-1
Unconverted TAFMS Matrix Estimate—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 26561. | 62549. | 11468. | 2514. | 75. | 25. | 6. | 2. | 0. | 84658. |
| 1 - 2 | 2897. | 22767. | 31727. | 12961. | 194. | 42. | 12. | 1. | 0. | 70581. |
| 2 - 3 | 1141. | 6005. | 24007. | 71975. | 3045. | 87. | 16. | 4. | 3. | 66224. |
| 3 - 4 | 232. | 1271. | 8276. | 22531. | 1444. | 44. | 12. | 1. | 3. | 67241. |
| 4 - 5 | 78. | 49. | 7106. | 6777. | 12795. | 539. | 21. | 4. | 0. | 22469. |
| 5 - 6 | 17. | 39. | 676. | 3658. | 12544. | 1346. | 31. | 2. | 2. | 19156. |
| 6 - 7 | 14. | 21. | 677. | 1584. | 9601. | 3262. | 36. | 1. | 3. | 15249. |
| 7 - 8 | 7. | 11. | 517. | 1134. | 6137. | 4116. | 56. | 6. | 2. | 11940. |
| 8 - 9 | 7. | 7. | 316. | 821. | 3006. | 3655. | 116. | 13. | 1. | 5838. |
| 9 - 10 | 2. | 7. | 152. | 720. | 3300. | 4718. | 333. | 7. | 5. | 9250. |
| 10 - 11 | 3. | 6. | 95. | 603. | 3133. | 4514. | 551. | 13. | 5. | 4915. |
| 11 - 12 | 1. | 7. | 49. | 338. | 2147. | 4698. | 911. | 25. | 4. | 8143. |
| 12 - 13 | 1. | 1. | 20. | 138. | 1392. | 4643. | 1281. | 54. | 6. | 7545. |
| 13 - 14 | 1. | 2. | 27. | 124. | 1407. | 5533. | 2038. | 157. | 7. | 9280. |
| 14 - 15 | 2. | 3. | 27. | 190. | 1406. | 5505. | 2581. | 299. | 32. | 10038. |
| 15 - 16 | 2. | 3. | 5. | 124. | 957. | 5085. | 3095. | 539. | 97. | 9905. |
| 16 - 17 | 2. | 2. | 17. | 97. | 721. | 4905. | 3729. | 832. | 174. | 10371. |
| 17 - 18 | 2. | 2. | 6. | 43. | 591. | 4479. | 4333. | 1126. | 303. | 10885. |
| 18 - 19 | 2. | 2. | 7. | 38. | 475. | 3713. | 3935. | 1240. | 363. | 9716. |
| 19 - 20 | 1. | 2. | 6. | 45. | 448. | 2588. | 3453. | 1133. | 416. | 8140. |
| 20 - 21 | 1. | 2. | 2. | 11. | 111. | 994. | 2190. | 872. | 364. | 6548. |
| 21 - 22 | 2. | 2. | 7. | 10. | 37. | 315. | 934. | 383. | 202. | 1444. |
| 22 - 23 | 2. | 2. | 7. | 3. | 13. | 170. | 596. | 362. | 204. | 1331. |
| 23 - 24 | 2. | 2. | 1. | 1. | 15. | 85. | 646. | 323. | 294. | 1145. |
| 24 - 25 | 2. | 2. | 2. | 2. | 5. | 56. | 247. | 189. | 193. | 586. |
| 25 - 26 | 2. | 2. | 1. | 3. | 8. | 20. | 95. | 72. | 78. | 280. |
| 26 - 27 | 2. | 2. | 1. | 2. | 4. | 21. | 144. | 135. | 166. | 683. |
| 27 - 28 | 2. | 2. | 2. | 1. | 4. | 20. | 174. | 155. | 224. | 587. |
| 28 - 29 | 2. | 2. | 2. | 2. | 24. | 17. | 121. | 106. | 139. | 345. |
| 29 - 30 | 2. | 2. | 1. | 1. | 6. | 30. | 171. | 126. | 161. | 694. |
| 30+ | 2. | 2. | 1. | 1. | 7. | 30. | 68. | 69. | 105. | 281. |
| Total | 29908. | 72774. | 89903. | 23324. | 79414. | 65985. | 31733. | 8211. | 3556. | 465748. |

Table C-2
Six-Year Column Percentage Distribution Estimates—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 26725. | 41290. | 10496. | 1850. | 147. | 21. | 0. | 0. | 0. | 80296. | |
| 1 - 2 | 2294. | 25511. | 75390. | 16124. | 539. | 39. | 1. | 0. | 0. | 79296. | |
| 2 - 3 | 547. | 4611. | 21527. | 32518. | 7104. | 41. | 10. | 0. | 0. | 66449. | |
| 3 - 4 | 209. | 1192. | 9867. | 28015. | 22730. | 71. | 1. | 0. | 0. | 60587. | |
| 4 - 5 | 70. | 174. | 1821. | 6171. | 11259. | 520. | 2. | 0. | 0. | 19977. | |
| 5 - 6 | 31. | 59. | 1024. | 2249. | 7705. | 1037. | 7. | 0. | 0. | 13009. | |
| 6 - 7 | 19. | 47. | 647. | 1762. | 5506. | 2043. | 6. | 0. | 0. | 11230. | |
| 7 - 8 | 13. | 23. | 777. | 1356. | 4656. | 3604. | 5. | 0. | 0. | 10000. | |
| 8 - 9 | 6. | 11. | 179. | 871. | 3920. | 4313. | 94. | 0. | 0. | 9394. | |
| 9 - 10 | 5. | 9. | 97. | 595. | 3159. | 4595. | 356. | 0. | 0. | 8814. | |
| 10 - 11 | 7. | 6. | 51. | 376. | 2788. | 4372. | 721. | 0. | 0. | 8385. | |
| 11 - 12 | 10. | 2. | 72. | 270. | 1875. | 5018. | 1147. | 27. | 0. | 9367. | |
| 12 - 13 | 2. | 10. | 22. | 703. | 1950. | 5015. | 1005. | 95. | 0. | 9499. | |
| 13 - 14 | 10. | 1. | 20. | 187. | 1420. | 5134. | 2233. | 219. | 6. | 9192. | |
| 14 - 15 | 0. | 7. | 16. | 160. | 1327. | 5215. | 2860. | 397. | 31. | 10007. | |
| 15 - 16 | 10. | 17. | 10. | 130. | 1161. | 4459. | 3220. | 556. | 71. | 994. | |
| 16 - 17 | 10. | 7. | 11. | 109. | 997. | 4402. | 3459. | 724. | 136. | 9928. | |
| 17 - 18 | 10. | 0. | 11. | 103. | 917. | 4295. | 3795. | 634. | 226. | 10283. | |
| 18 - 19 | 10. | 0. | 10. | 91. | 786. | 3741. | 3709. | 1048. | 305. | 9691. | |
| 19 - 20 | 0. | 0. | 7. | 56. | 466. | 2777. | 2627. | 867. | 318. | 6620. | |
| 20 - 21 | 0. | 0. | 7. | 20. | 196. | 1031. | 1487. | 605. | 271. | 3617. | |
| 21 - 22 | 0. | 0. | 7. | 11. | 115. | 584. | 1051. | 496. | 265. | 2523. | |
| 22 - 23 | 0. | 0. | 7. | 7. | 55. | 320. | 685. | 365. | 231. | 1674. | |
| 23 - 24 | 0. | 0. | 7. | 10. | 51. | 279. | 526. | 267. | 199. | 1303. | |
| 24 - 25 | 0. | 0. | 1. | 0. | 42. | 186. | 462. | 279. | 712. | 1188. | |
| 25 - 26 | 0. | 0. | 17. | 0. | 36. | 150. | 455. | 299. | 240. | 1103. | |
| 26 - 27 | 0. | 0. | 0. | 7. | 74. | 125. | 388. | 776. | 746. | 1051. | |
| 27 - 28 | 0. | 0. | 0. | 2. | 15. | 81. | 295. | 236. | 270. | 950. | |
| 28 - 29 | 0. | 0. | 0. | 1. | 11. | 64. | 251. | 218. | 243. | 789. | |
| 29 - 30 | 0. | 0. | 0. | 1. | 6. | 41. | 192. | 173. | 196. | 610. | |
| 30+ | 0. | 0. | 0. | 15. | 3. | 20. | 130. | 118. | 129. | 407. | |
| Total | 26958. | 27774. | 60907. | 73324. | 79414. | 65065. | 31733. | 8211. | 3456. | 466749. | |

Table C-3
Previous-Year Column Percentage Distribution Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24526. | 32995. | 9617. | 2013. | 28. | 10. | 0. | 0. | 0. | 70618. |
| 1 - 2 | 4120. | 30338. | 34767. | 14020. | 162. | 5. | 10. | 0. | 0. | 92833. |
| 2 - 3 | 998. | 7617. | 22550. | 29692. | 3591. | 6. | 10. | 0. | 0. | 62906. |
| 3 - 4 | 167. | 1374. | 7570. | 26494. | 12614. | 47. | 2. | 0. | 0. | 46706. |
| 4 - 5 | 51. | 241. | 2787. | 9823. | 12344. | 410. | 10. | 0. | 0. | 24874. |
| 5 - 6 | 17. | 98. | 1085. | 3870. | 12026. | 1423. | 4. | 0. | 0. | 18797. |
| 6 - 7 | 23. | 79. | 2427. | 2208. | 9739. | 2417. | 7. | 0. | 0. | 15245. |
| 7 - 8 | 6. | 24. | 757. | 1990. | 5147. | 2793. | 11. | 0. | 0. | 10131. |
| 8 - 9 | 3. | 17. | 711. | 1121. | 5237. | 3910. | 49. | 0. | 0. | 10611. |
| 9 - 10 | 10. | 5. | 145. | 673. | 4467. | 3834. | 122. | 0. | 0. | 9655. |
| 10 - 11 | 10. | 7. | 51. | 520. | 7175. | 4317. | 632. | 0. | 0. | 9470. |
| 11 - 12 | 2. | 7. | 75. | 252. | 2225. | 4365. | 727. | 5. | 0. | 7694. |
| 12 - 13 | 10. | 2. | 12. | 220. | 2033. | 5230. | 1136. | 49. | 0. | 8656. |
| 13 - 14 | 10. | 10. | 70. | 332. | 1931. | 5603. | 1691. | 125. | 5. | 9710. |
| 14 - 15 | 10. | 2. | 13. | 100. | 1383. | 5153. | 2175. | 289. | 25. | 9272. |
| 15 - 16 | 2. | 10. | 12. | 133. | 1023. | 4756. | 2737. | 496. | 59. | 9269. |
| 16 - 17 | 2. | 10. | 5. | 82. | 775. | 4411. | 3213. | 678. | 123. | 2604. |
| 17 - 18 | 10. | 2. | 4. | 56. | 562. | 4710. | 3311. | 833. | 189. | 9102. |
| 18 - 19 | 2. | 2. | 7. | 123. | 1145. | 5628. | 4850. | 1222. | 316. | 13455. |
| 19 - 20 | 2. | 2. | 5. | 95. | 879. | 4290. | 4514. | 1280. | 454. | 11736. |
| 20 - 21 | 2. | 2. | 2. | 26. | 290. | 1742. | 2150. | 750. | 278. | 5357. |
| 21 - 22 | 2. | 2. | 2. | 12. | 176. | 922. | 1383. | 560. | 260. | 3399. |
| 22 - 23 | 2. | 2. | 2. | 5. | 37. | 560. | 1110. | 534. | 360. | 2775. |
| 23 - 24 | 2. | 2. | 2. | 0. | 26. | 166. | 455. | 255. | 192. | 1129. |
| 24 - 25 | 2. | 2. | 12. | 2. | 24. | 26. | 220. | 105. | 94. | 560. |
| 25 - 26 | 2. | 2. | 12. | 1. | 6. | 28. | 265. | 177. | 173. | 707. |
| 26 - 27 | 2. | 2. | 2. | 0. | 4. | 56. | 295. | 191. | 226. | 406. |
| 27 - 28 | 2. | 2. | 1. | 1. | 3. | 36. | 167. | 127. | 144. | 498. |
| 28 - 29 | 2. | 2. | 0. | 0. | 7. | 56. | 260. | 178. | 211. | 734. |
| 29 - 30 | 2. | 2. | 0. | 0. | 0. | 45. | 191. | 160. | 207. | 638. |
| 30+ | 2. | 2. | 0. | 1. | 6. | 36. | 255. | 215. | 239. | 785. |
| Total | 22226. | 72778. | 80657. | 93324. | 79814. | 46086. | 31733. | 8211. | 3556. | 469748. |

Table C-4
Six-Year Row Percentage Distribution Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 19217. | 77977. | 12558. | 1940. | 148. | 21. | 0. | 0. | 0. | 67521. |
| 1 - 2 | 1782. | 17675. | 35476. | 14150. | 453. | 31. | 10. | 0. | 0. | 59127. |
| 2 - 3 | 429. | 3359. | 7683. | 75509. | 7455. | 42. | 10. | 0. | 0. | 74176. |
| 3 - 4 | 122. | 707. | 959. | 23770. | 18250. | 55. | 10. | 0. | 0. | 51400. |
| 4 - 5 | 69. | 137. | 209. | 9982. | 1553. | 925. | 3. | 0. | 0. | 24222. |
| 5 - 6 | 32. | 78. | 175. | 3383. | 11295. | 2693. | 6. | 0. | 0. | 18036. |
| 6 - 7 | 21. | 53. | 1667. | 2727. | 9158. | 4723. | 6. | 0. | 0. | 16455. |
| 7 - 8 | 14. | 27. | 629. | 2020. | 6501. | 5073. | 8. | 0. | 0. | 14270. |
| 8 - 9 | 6. | 12. | 224. | 955. | 4121. | 4376. | 99. | 0. | 0. | 9791. |
| 9 - 10 | 6. | 7. | 176. | 716. | 3638. | 5108. | 408. | 0. | 0. | 12015. |
| 10 - 11 | 7. | 7. | 56. | 429. | 2873. | 5075. | 785. | 0. | 0. | 8863. |
| 11 - 12 | 10. | 2. | 38. | 236. | 1986. | 4916. | 1163. | 10. | 0. | 8330. |
| 12 - 13 | 1. | 18. | 21. | 191. | 1393. | 4352. | 1447. | 79. | 0. | 7479. |
| 13 - 14 | 10. | 10. | 23. | 197. | 1357. | 4735. | 2104. | 195. | 5. | 8607. |
| 14 - 15 | 6. | 1. | 19. | 156. | 1422. | 5010. | 2864. | 368. | 26. | 9770. |
| 15 - 16 | 6. | 6. | 16. | 129. | 1033. | 4451. | 3054. | 493. | 57. | 9284. |
| 16 - 17 | 6. | 6. | 12. | 109. | 949. | 4129. | 3291. | 641. | 109. | 9240. |
| 17 - 18 | 6. | 6. | 17. | 121. | 952. | 3896. | 3566. | 817. | 180. | 9833. |
| 18 - 19 | 6. | 6. | 11. | 99. | 776. | 3336. | 3425. | 901. | 239. | 4726. |
| 19 - 20 | 6. | 6. | 11. | 76. | 629. | 2950. | 3524. | 1083. | 362. | 4634. |
| 20 - 21 | 6. | 6. | 6. | 36. | 339. | 1607. | 2534. | 960. | 391. | 5965. |
| 21 - 22 | 6. | 6. | 3. | 17. | 156. | 806. | 1502. | 660. | 320. | 3472. |
| 22 - 23 | 6. | 6. | 7. | 12. | 98. | 484. | 1028. | 510. | 293. | 2408. |
| 23 - 24 | 6. | 6. | 7. | 17. | 94. | 364. | 672. | 444. | 200. | 2268. |
| 24 - 25 | 6. | 6. | 1. | 6. | 36. | 153. | 393. | 221. | 153. | 963. |
| 25 - 26 | 6. | 6. | 2. | 2. | 14. | 62. | 193. | 118. | 86. | 476. |
| 26 - 27 | 6. | 6. | 7. | 1. | 13. | 61. | 215. | 142. | 115. | 548. |
| 27 - 28 | 6. | 6. | 2. | 2. | 13. | 66. | 240. | 185. | 154. | 669. |
| 28 - 29 | 6. | 6. | 2. | 10. | 7. | 37. | 150. | 121. | 123. | 438. |
| 29 - 30 | 6. | 6. | 6. | 2. | 6. | 40. | 191. | 160. | 165. | 565. |
| 30+ | 6. | 6. | 6. | 10. | 3. | 22. | 154. | 120. | 122. | 423. |
| Total | 21280. | 56771. | 91085. | 67905. | 88439. | 40078. | 33203. | 8239. | 3191. | 467173. |

Table C-5
Six-Year Row Percentage Distribution Estimate--Apportioned--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total | |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 27009. | 42573. | 11154. | 1883. | 153. | 20. | 0. | 0. | 0. | 83737. | |
| 1 - 2 | 1942. | 22621. | 31510. | 13759. | 406. | 30. | 10. | 0. | 0. | 70279. | |
| 2 - 3 | 575. | 5078. | 27807. | 34551. | 6691. | 43. | 10. | 0. | 0. | 70742. | |
| 3 - 4 | 171. | 1822. | 7674. | 23130. | 16208. | 53. | 10. | 0. | 0. | 69219. | |
| 4 - 5 | 97. | 252. | 2653. | 462. | 13689. | 798. | 3. | 0. | 0. | 26130. | |
| 5 - 6 | 45. | 98. | 1567. | 1292. | 9957. | 2571. | 4. | 0. | 0. | 17521. | |
| 6 - 7 | 29. | 68. | 1481. | 2654. | 7321. | 4033. | 6. | 0. | 0. | 15591. | |
| 7 - 8 | 19. | 15. | 558. | 1966. | 534. | 4844. | 7. | 0. | 0. | 13263. | |
| 8 - 9 | 6. | 17. | 100. | 931. | 3698. | 4179. | 95. | 0. | 0. | 9120. | |
| 9 - 10 | 6. | 9. | 119. | 697. | 324. | 4979. | 390. | 0. | 0. | 9363. | |
| 10 - 11 | 3. | 4. | 60. | 415. | 218. | 4046. | 751. | 0. | 0. | 8416. | |
| 11 - 12 | 10. | 2. | 78. | 279. | 1710. | 4494. | 1111. | 19. | 0. | 7850. | |
| 12 - 13 | 2. | 12. | 19. | 186. | 1250. | 4156. | 1379. | 79. | 0. | 7069. | |
| 13 - 14 | 10. | 1. | 21. | 182. | 1719. | 4522. | 2010. | 194. | 6. | 9154. | |
| 14 - 15 | 0. | 2. | 17. | 162. | 1147. | 4792. | 2729. | 367. | 29. | 9278. | |
| 15 - 16 | 10. | 17. | 14. | 126. | 572. | 4251. | 2919. | 491. | 64. | 8837. | |
| 16 - 17 | 10. | 8. | 11. | 105. | 851. | 3942. | 3145. | 639. | 122. | 8817. | |
| 17 - 18 | 10. | 0. | 11. | 99. | 773. | 3720. | 3426. | 815. | 201. | 8025. | |
| 18 - 19 | 10. | 0. | 11. | 99. | 652. | 3196. | 3273. | 898. | 266. | 8370. | |
| 19 - 20 | 10. | 0. | 10. | 99. | 565. | 2817. | 3387. | 1079. | 403. | 8315. | |
| 20 - 21 | 10. | 0. | 9. | 76. | 305. | 1621. | 2422. | 956. | 436. | 5791. | |
| 21 - 22 | 0. | 0. | 6. | 36. | 167. | 769. | 1835. | 658. | 357. | 3396. | |
| 22 - 23 | 0. | 0. | 2. | 16. | 11. | 88. | 463. | 98. | 508. | 327. | 2362. |
| 23 - 24 | 0. | 0. | 7. | 11. | 88. | 351. | 534. | 442. | 312. | 2034. | |
| 24 - 25 | 0. | 0. | 7. | 17. | 76. | 186. | 378. | 221. | 170. | 952. | |
| 25 - 26 | 0. | 0. | 1. | 6. | 32. | 145. | 178. | 118. | 96. | 472. | |
| 26 - 27 | 0. | 0. | 0. | 2. | 13. | 59. | 146. | 129. | 547. | 547. | |
| 27 - 28 | 0. | 0. | 0. | 1. | 12. | 59. | 205. | 142. | 129. | 672. | |
| 28 - 29 | 0. | 0. | 0. | 2. | 12. | 63. | 229. | 184. | 182. | 672. | |
| 29 - 30 | 0. | 0. | 0. | 10. | 6. | 35. | 147. | 120. | 137. | 442. | |
| 30+ | 0. | 0. | 0. | 1. | 6. | 38. | 193. | 160. | 186. | 572. | |
| Total | 26985. | 72774. | 88807. | 23324. | 79414. | 69955. | 51733. | 8211. | 556. | 465768. | |

Table C-6

Six-Year Moving Ratio Cell by Cell Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|-------|--------|-------|-------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 26056. | 35791. | 6077. | 3934. | 37. | 14. | 6. | 6. | 0. | 70906. | |
| 1 - 2 | 3450. | 29946. | 32725. | 9957. | 75. | 24. | 2. | 0. | 0. | 75227. | |
| 2 - 3 | 1401. | 8278. | 14710. | 74355. | 2059. | 43. | 1. | 0. | 0. | 80348. | |
| 3 - 4 | 259. | 1475. | 9799. | 25708. | 14747. | 33. | 10. | 0. | 0. | 52017. | |
| 4 - 5 | 50. | 172. | 2817. | 10854. | 14019. | 742. | 2. | 0. | 0. | 29152. | |
| 5 - 6 | 21. | 61. | 1105. | 4026. | 12619. | 1592. | 3. | 0. | 0. | 19227. | |
| 6 - 7 | 22. | 67. | 1260. | 2467. | 10274. | 2561. | 4. | 0. | 0. | 16873. | |
| 7 - 8 | 5. | 75. | 766. | 1769. | 6616. | 3640. | 6. | 0. | 0. | 12803. | |
| 8 - 9 | 6. | 10. | 381. | 1000. | 4391. | 3331. | 60. | 0. | 0. | 9138. | |
| 9 - 10 | 3. | 8. | 197. | 907. | 3893. | 4328. | 232. | 0. | 0. | 9246. | |
| 10 - 11 | 3. | 8. | 0. | 655. | 3496. | 6128. | 412. | 0. | 0. | 8801. | |
| 11 - 12 | 3. | 7. | 53. | 367. | 2313. | 4268. | 690. | 11. | 0. | 7683. | |
| 12 - 13 | 10. | 7. | 79. | 151. | 1968. | 4280. | 972. | 38. | 0. | 6940. | |
| 13 - 14 | 1. | 10. | 77. | 128. | 1615. | 5298. | 1662. | 109. | 2. | 4737. | |
| 14 - 15 | 1. | 6. | 26. | 201. | 1679. | 5501. | 2257. | 224. | 19. | 9812. | |
| 15 - 16 | 6. | 6. | 5. | 134. | 1179. | 5368. | 7864. | 434. | 65. | 9976. | |
| 16 - 17 | 0. | 2. | 17. | 107. | 957. | 3788. | 3621. | 716. | 129. | 10789. | |
| 17 - 18 | 0. | 0. | 4. | 50. | 717. | 5307. | 4507. | 1064. | 249. | 11905. | |
| 18 - 19 | 0. | 0. | 7. | 82. | 622. | 4601. | 4264. | 1240. | 321. | 10996. | |
| 19 - 20 | 0. | 0. | 6. | 58. | 673. | 6194. | 4287. | 1251. | 410. | 10880. | |
| 20 - 21 | 1. | 0. | 2. | 19. | 265. | 2398. | 3208. | 1329. | 373. | 7295. | |
| 21 - 22 | 0. | 0. | 0. | 20. | 96. | 760. | 1357. | 430. | 200. | 2869. | |
| 22 - 23 | 0. | 0. | 17. | 5. | 72. | 304. | 856. | 390. | 199. | 1879. | |
| 23 - 24 | 0. | 0. | 0. | 2. | 20. | 156. | 615. | 334. | 281. | 1418. | |
| 24 - 25 | 0. | 0. | 0. | 0. | 0. | 105. | 352. | 222. | 206. | 893. | |
| 25 - 26 | 0. | 0. | 0. | 0. | 0. | 36. | 147. | 91. | 87. | 340. | |
| 26 - 27 | 0. | 0. | 0. | 0. | 0. | 53. | 216. | 160. | 192. | 656. | |
| 27 - 28 | 0. | 0. | 0. | 1. | 0. | 45. | 253. | 202. | 261. | 770. | |
| 28 - 29 | 0. | 0. | 0. | 0. | 0. | 23. | 169. | 133. | 165. | 493. | |
| 29 - 30 | 0. | 0. | 0. | 0. | 0. | 38. | 241. | 154. | 200. | 682. | |
| 30+ | 0. | 0. | 0. | 0. | 0. | 2. | 176. | 157. | 210. | 565. | |
| Total | 70282. | 75871. | 89581. | 95790. | 43831. | 5622. | 33433. | 8406. | 1568. | 489336. | |

Table C-7
Six-Year Moving Ratio Cell by Cell Conversion Facts--Estimate--Apportioned--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24747. | 30311. | 5495. | 3833. | 35. | 13. | 0. | 0. | 0. | 68425. |
| 1 - 2 | 3407. | 28755. | 29554. | 8728. | 71. | 23. | 2. | 0. | 0. | 70539. |
| 2 - 3 | 1388. | 7916. | 30995. | 33475. | 1949. | 42. | 1. | 0. | 0. | 75642. |
| 3 - 4 | 256. | 1414. | 8950. | 25045. | 13960. | 31. | 10. | 0. | 0. | 89557. |
| 4 - 5 | 49. | 155. | 2560. | 10576. | 14173. | 329. | 2. | 0. | 0. | 27786. |
| 5 - 6 | 20. | 59. | 939. | 3923. | 11756. | 1533. | 3. | 0. | 0. | 18292. |
| 6 - 7 | 21. | 65. | 1168. | 2384. | 9678. | 2754. | 4. | 0. | 0. | 16032. |
| 7 - 8 | 5. | 34. | 690. | 1703. | 6243. | 3504. | 5. | 0. | 0. | 12198. |
| 8 - 9 | 4. | 10. | 308. | 975. | 4156. | 3206. | 57. | 0. | 0. | 8717. |
| 9 - 10 | 3. | 6. | 163. | 786. | 3496. | 4166. | 220. | 0. | 0. | 9338. |
| 10 - 11 | 5. | 7. | 99. | 648. | 3200. | 3276. | 391. | 0. | 0. | 8413. |
| 11 - 12 | 17. | 0. | 53. | 339. | 2155. | 4109. | 646. | 10. | 0. | 7351. |
| 12 - 13 | 1. | 12. | 26. | 147. | 1390. | 4121. | 928. | 33. | 0. | 5645. |
| 13 - 14 | 10. | 0. | 21. | 125. | 1434. | 5100. | 1577. | 106. | 2. | 8366. |
| 14 - 15 | 6. | 6. | 21. | 195. | 1495. | 5296. | 2142. | 219. | 19. | 9394. |
| 15 - 16 | 0. | 0. | 5. | 130. | 1050. | 5164. | 2718. | 424. | 65. | 9556. |
| 16 - 17 | 0. | 0. | 11. | 104. | 811. | 2158. | 3436. | 699. | 128. | 10348. |
| 17 - 18 | 10. | 0. | 6. | 55. | 579. | 5109. | 4278. | 1039. | 243. | 11412. |
| 18 - 19 | 0. | 2. | 0. | 41. | 694. | 629. | 6047. | 1211. | 320. | 10544. |
| 19 - 20 | 10. | 0. | 0. | 56. | 537. | 6237. | 6069. | 1222. | 409. | 10337. |
| 20 - 21 | 0. | 0. | 2. | 18. | 251. | 2308. | 3065. | 1006. | 372. | 7002. |
| 21 - 22 | 0. | 0. | 0. | 19. | 90. | 731. | 1206. | 420. | 199. | 2753. |
| 22 - 23 | 0. | 0. | 11. | 5. | 70. | 370. | 813. | 381. | 199. | 1809. |
| 23 - 24 | 0. | 0. | 4. | 7. | 27. | 168. | 583. | 326. | 280. | 1370. |
| 24 - 25 | 0. | 0. | 0. | 0. | 2. | 101. | 334. | 217. | 203. | 865. |
| 25 - 26 | 0. | 0. | 0. | 7. | 13. | 35. | 139. | 89. | 97. | 377. |
| 26 - 27 | 0. | 0. | 0. | 3. | 6. | 51. | 205. | 175. | 192. | 637. |
| 27 - 28 | 0. | 0. | 0. | 1. | 6. | 44. | 241. | 198. | 261. | 750. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 22. | 161. | 130. | 164. | 479. |
| 29 - 30 | 0. | 0. | 0. | 10. | 10. | 0. | 36. | 231. | 151. | 199. |
| 30+ | 0. | 0. | 0. | 10. | 2. | 18. | 167. | 153. | 209. | 551. |
| Total | 79909. | 72774. | 92907. | 93324. | 79414. | 65965. | 31733. | 8211. | 3556. | 665748. |

Table C-8
Previous-Year Cell by Cell Conversion Factor Estimate--Fiscal Year--1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24700. | 34562. | 8958. | 5327. | 27. | 2. | 0. | 0. | 0. | 73576. |
| 1 - 2 | 3358. | 27980. | 29193. | 9963. | 67. | 5. | 10. | 0. | 0. | 70566. |
| 2 - 3 | 1440. | 7415. | 27482. | 30733. | 1855. | 13. | 2. | 0. | 0. | 6891. |
| 3 - 4 | 288. | 1516. | 8849. | 23636. | 13005. | 33. | 0. | 0. | 0. | 47326. |
| 4 - 5 | 58. | 205. | 2477. | 9754. | 13648. | 352. | 1. | 0. | 0. | 26495. |
| 5 - 6 | 22. | 86. | 1279. | 3911. | 11928. | 1535. | 4. | 0. | 0. | 18764. |
| 6 - 7 | 33. | 164. | 1590. | 2723. | 10191. | 2858. | 6. | 0. | 0. | 17564. |
| 7 - 8 | 21. | 38. | 1008. | 2484. | 6452. | 3194. | 12. | 0. | 0. | 13208. |
| 8 - 9 | 9. | 9. | 332. | 1058. | 4731. | 3399. | 42. | 0. | 0. | 9580. |
| 9 - 10 | 2. | 4. | 149. | 742. | 3735. | 4325. | 166. | 0. | 0. | 9123. |
| 10 - 11 | 3. | 12. | 88. | 660. | 3642. | 4359. | 429. | 0. | 0. | 9194. |
| 11 - 12 | 3. | 2. | 75. | 375. | 2563. | 4393. | 750. | 6. | 0. | 8165. |
| 12 - 13 | 1. | 0. | 16. | 150. | 1518. | 4258. | 989. | 32. | 0. | 6964. |
| 13 - 14 | 10. | 0. | 27. | 132. | 1583. | 5446. | 1700. | 111. | 2. | 9001. |
| 14 - 15 | 0. | 6. | 24. | 192. | 1566. | 5286. | 2170. | 220. | 19. | 9484. |
| 15 - 16 | 0. | 10. | 5. | 115. | 1059. | 4663. | 2573. | 407. | 53. | 8876. |
| 16 - 17 | 0. | 0. | 16. | 95. | 762. | 4418. | 3015. | 620. | 113. | 9038. |
| 17 - 18 | 10. | 0. | 7. | 48. | 550. | 4358. | 3745. | 877. | 209. | 9790. |
| 18 - 19 | 0. | 0. | 5. | 38. | 456. | 4182. | 4035. | 1174. | 302. | 10193. |
| 19 - 20 | 0. | 0. | 8. | 64. | 649. | 4111. | 4230. | 1268. | 428. | 10758. |
| 20 - 21 | 0. | 0. | 1. | 15. | 344. | 2759. | 3919. | 1277. | 435. | 8391. |
| 21 - 22 | 0. | 0. | 0. | 60. | 168. | 1133. | 1539. | 486. | 224. | 3609. |
| 22 - 23 | 0. | 0. | 0. | 4. | 46. | 682. | 1079. | 493. | 233. | 2536. |
| 23 - 24 | 0. | 0. | 2. | 0. | 56. | 222. | 699. | 358. | 283. | 1619. |
| 24 - 25 | 0. | 0. | 1. | 0. | 15. | 203. | 424. | 264. | 224. | 1136. |
| 25 - 26 | 0. | 0. | 1. | 3. | 7. | 33. | 135. | 72. | 73. | 328. |
| 26 - 27 | 0. | 0. | 0. | 0. | 2. | 58. | 187. | 141. | 163. | 552. |
| 27 - 28 | 0. | 0. | 0. | 1. | 4. | 80. | 221. | 173. | 205. | 685. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 20. | 152. | 120. | 145. | 439. |
| 29 - 30 | 0. | 0. | 0. | 0. | 11. | 49. | 287. | 174. | 230. | 751. |
| 30+ | 0. | 0. | 0. | 0. | 6. | 40. | 220. | 201. | 248. | 716. |
| Total | 29936. | 72000. | 81587. | 32284. | 80686. | 66475. | 32330. | 8473. | 3591. | 467363. |

Table C-9
Previous-Year Cell by Cell Conversion Factor Estimate--Apportioned--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24677. | 34914. | 8863. | 5387. | 26. | 2. | 0. | 0. | 0. | 73890. |
| 1 - 2 | 3355. | 28265. | 2898. | 10075. | 66. | 5. | 10. | 0. | 0. | 70715. |
| 2 - 3 | 1439. | 7491. | 27251. | 31079. | 1226. | 13. | 2. | 0. | 0. | 69102. |
| 3 - 4 | 287. | 1531. | 8775. | 23902. | 12000. | 32. | 0. | 0. | 0. | 47328. |
| 4 - 5 | 57. | 207. | 2456. | 9864. | 13432. | 349. | 1. | 0. | 0. | 26368. |
| 5 - 6 | 22. | 87. | 1268. | 3955. | 11740. | 1523. | 4. | 0. | 0. | 18598. |
| 6 - 7 | 33. | 165. | 1576. | 2754. | 10030. | 2836. | 6. | 0. | 0. | 17400. |
| 7 - 8 | 21. | 38. | 999. | 2512. | 6350. | 3169. | 11. | 0. | 0. | 13102. |
| 8 - 9 | 9. | 9. | 329. | 1070. | 4656. | 3373. | 42. | 0. | 0. | 9488. |
| 9 - 10 | 2. | 4. | 148. | 750. | 3676. | 4291. | 163. | 0. | 0. | 9035. |
| 10 - 11 | 3. | 12. | 67. | 667. | 3584. | 4326. | 421. | 0. | 0. | 9102. |
| 11 - 12 | 0. | 2. | 75. | 379. | 2522. | 4360. | 736. | 6. | 0. | 8080. |
| 12 - 13 | 10. | 0. | 16. | 152. | 1494. | 4225. | 971. | 31. | 0. | 6889. |
| 13 - 14 | 0. | 0. | 27. | 134. | 1558. | 5408. | 1668. | 107. | 2. | 8901. |
| 14 - 15 | 0. | 6. | 24. | 194. | 1541. | 5246. | 2130. | 213. | 19. | 9373. |
| 15 - 16 | 0. | 10. | 5. | 117. | 1042. | 4627. | 2525. | 395. | 53. | 8764. |
| 16 - 17 | 0. | 0. | 15. | 96. | 756. | 4384. | 2959. | 601. | 111. | 8517. |
| 17 - 18 | 10. | 0. | 3. | 49. | 542. | 4325. | 3676. | 649. | 207. | 9650. |
| 18 - 19 | 0. | 0. | 5. | 39. | 449. | 4150. | 3960. | 1138. | 299. | 10040. |
| 19 - 20 | 0. | 0. | 7. | 65. | 638. | 4079. | 4152. | 1229. | 424. | 10595. |
| 20 - 21 | 0. | 0. | 1. | 15. | 378. | 2738. | 3454. | 1237. | 431. | 8255. |
| 21 - 22 | 0. | 0. | 0. | 61. | 165. | 1124. | 1510. | 471. | 222. | 3553. |
| 22 - 23 | 0. | 0. | 0. | 4. | 45. | 677. | 1059. | 477. | 230. | 2493. |
| 23 - 24 | 0. | 0. | 2. | 0. | 55. | 220. | 686. | 347. | 280. | 1589. |
| 24 - 25 | 0. | 0. | 1. | 0. | 15. | 207. | 417. | 255. | 222. | 1118. |
| 25 - 26 | 0. | 0. | 10. | 3. | 7. | 33. | 132. | 70. | 72. | 318. |
| 26 - 27 | 0. | 0. | 0. | 0. | 2. | 58. | 185. | 137. | 162. | 542. |
| 27 - 28 | 0. | 0. | 0. | 1. | 4. | 80. | 217. | 167. | 203. | 673. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 20. | 149. | 116. | 144. | 431. |
| 29 - 30 | 0. | 0. | 0. | 0. | 10. | 49. | 282. | 168. | 228. | 737. |
| 30+ | 0. | 0. | 0. | 0. | 6. | 40. | 216. | 195. | 206. | 703. |
| Total | 29908. | 72734. | 80903. | 93324. | 79414. | 65965. | 31733. | 8211. | 3556. | 465748. |

Table C-10
Previous-Year Prior LOS Cell Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24700. | 34562. | 8958. | 5327. | 27. | 2. | 0. | 0. | 0. | 73576. |
| 1 - 2 | 2801. | 18490. | 23806. | 7257. | 65. | 3. | 0. | 0. | 0. | 52423. |
| 2 - 3 | 1323. | 7383. | 22097. | 24502. | 1122. | 11. | 10. | 0. | 0. | 56434. |
| 3 - 4 | 293. | 1520. | 9477. | 21724. | 8939. | 33. | 1. | 0. | 0. | 41968. |
| 4 - 5 | 48. | 121. | 2347. | 7109. | 11195. | 199. | 0. | 0. | 0. | 21020. |
| 5 - 6 | 25. | 82. | 992. | 5265. | 13380. | 1295. | 2. | 0. | 0. | 21040. |
| 6 - 7 | 18. | 46. | 927. | 1694. | 9215. | 2523. | 5. | 0. | 0. | 16428. |
| 7 - 8 | 7. | 86. | 1280. | 1949. | 6453. | 3606. | 9. | 0. | 0. | 13391. |
| 8 - 9 | 21. | 24. | 621. | 1799. | 4108. | 2036. | 26. | 0. | 0. | 9629. |
| 9 - 10 | 6. | 4. | 170. | 928. | 3999. | 4387. | 120. | 0. | 0. | 9614. |
| 10 - 11 | 3. | 5. | 78. | 621. | 3546. | 4141. | 275. | 0. | 0. | 8670. |
| 11 - 12 | 1. | 0. | 51. | 337. | 2496. | 4533. | 710. | 0. | 0. | 8128. |
| 12 - 13 | 0. | 10. | 45. | 168. | 1662. | 4342. | 1055. | 13. | 0. | 7285. |
| 13 - 14 | 1. | 0. | 12. | 135. | 1534. | 5074. | 1573. | 93. | 0. | 8423. |
| 14 - 15 | 1. | 3. | 26. | 202. | 1580. | 5418. | 2152. | 211. | 11. | 9605. |
| 15 - 16 | 10. | 0. | 5. | 125. | 1067. | 4883. | 2605. | 397. | 58. | 9141. |
| 16 - 17 | 0. | 0. | 13. | 90. | 798. | 4406. | 3097. | 629. | 95. | 9128. |
| 17 - 18 | 0. | 0. | 5. | 48. | 624. | 4118. | 3503. | 840. | 196. | 9334. |
| 18 - 19 | 10. | 0. | 5. | 37. | 396. | 3613. | 3396. | 965. | 250. | 8663. |
| 19 - 20 | 0. | 0. | 4. | 45. | 481. | 3028. | 3545. | 1073. | 346. | 8522. |
| 20 - 21 | 0. | 0. | 3. | 16. | 161. | 1526. | 2683. | 976. | 375. | 5739. |
| 21 - 22 | 0. | 0. | 7. | 14. | 128. | 871. | 1501. | 561. | 241. | 3318. |
| 22 - 23 | 0. | 0. | 0. | 18. | 59. | 611. | 982. | 434. | 226. | 2330. |
| 23 - 24 | 0. | 0. | 0. | 1. | 53. | 341. | 807. | 437. | 335. | 1974. |
| 24 - 25 | 0. | 0. | 1. | 0. | 19. | 146. | 381. | 223. | 186. | 956. |
| 25 - 26 | 0. | 0. | 10. | 6. | 24. | 75. | 171. | 100. | 91. | 468. |
| 26 - 27 | 0. | 0. | 1. | 2. | 3. | 51. | 196. | 135. | 155. | 546. |
| 27 - 28 | 0. | 0. | 0. | 0. | 2. | 54. | 226. | 162. | 220. | 665. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 47. | 154. | 118. | 127. | 449. |
| 29 - 30 | 0. | 0. | 0. | 0. | 0. | 35. | 215. | 142. | 169. | 564. |
| 30+ | 0. | 0. | 0. | 0. | 19. | 49. | 114. | 95. | 150. | 427. |
| Total | 29248. | 62326. | 70923. | 79420. | 73157. | 62241. | 29504. | 7605. | 3233. | 417657. |

Table C-11
Previous-Year Prior LOS Call Conversion Factor Estimates--Apportioned--Fiscal Year 1976

| Years of Service | Paygrades | | | | | | | | | Total |
|------------------------|-----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 25257. | 40334. | 10716. | 6260. | 29. | 2. | 0. | 0. | 0. | 82100. |
| 1 - 2 | 2064. | 21577. | 27157. | 8528. | 71. | 4. | 0. | 0. | 0. | 60200. |
| 2 - 3 | 1352. | 8616. | 25202. | 28791. | 1218. | 11. | 10. | 0. | 0. | 65191. |
| 3 - 4 | 299. | 1774. | 10811. | 25527. | 9704. | 14. | 2. | 0. | 0. | 48130. |
| 4 - 5 | 49. | 141. | 2676. | 8354. | 12152. | 211. | 0. | 0. | 0. | 23585. |
| 5 - 6 | 26. | 95. | 1131. | 6187. | 14524. | 1372. | 2. | 0. | 0. | 23337. |
| 6 - 7 | 18. | 54. | 1057. | 1990. | 10003. | 2674. | 5. | 0. | 0. | 15802. |
| 7 - 8 | 7. | 100. | 1460. | 2291. | 7005. | 3822. | 10. | 0. | 0. | 14696. |
| 8 - 9 | 21. | 28. | 708. | 2114. | 4455. | 3006. | 25. | 0. | 0. | 10358. |
| 9 - 10 | 6. | 5. | 194. | 1090. | 4341. | 4650. | 129. | 0. | 0. | 10414. |
| 10 - 11 | 3. | 6. | 89. | 730. | 3849. | 4389. | 296. | 0. | 0. | 9363. |
| 11 - 12 | 1. | 0. | 58. | 396. | 2709. | 4804. | 764. | 0. | 0. | 8732. |
| 12 - 13 | 0. | 10. | 51. | 197. | 1804. | 4602. | 1134. | 15. | 0. | 7803. |
| 13 - 14 | 1. | 0. | 14. | 159. | 1665. | 5378. | 1692. | 101. | 0. | 9010. |
| 14 - 15 | 1. | 4. | 29. | 238. | 1715. | 5743. | 2315. | 228. | 13. | 10285. |
| 15 - 16 | 10. | 0. | 6. | 147. | 1159. | 5175. | 2802. | 429. | 64. | 9782. |
| 16 - 17 | 3. | 0. | 15. | 106. | 466. | 4670. | 3331. | 679. | 105. | 9772. |
| 17 - 18 | 0. | 0. | 5. | 56. | 678. | 4364. | 3768. | 906. | 216. | 9994. |
| 18 - 19 | 10. | 0. | 5. | 44. | 430. | 3829. | 3653. | 1042. | 275. | 9279. |
| 19 - 20 | 3. | 0. | 5. | 53. | 522. | 3209. | 3813. | 1159. | 380. | 9141. |
| 20 - 21 | 0. | 0. | 3. | 18. | 174. | 1618. | 2886. | 1054. | 412. | 6165. |
| 21 - 22 | 0. | 0. | 2. | 16. | 139. | 923. | 1614. | 606. | 265. | 3566. |
| 22 - 23 | 0. | 0. | 0. | 21. | 64. | 648. | 1056. | 468. | 249. | 2506. |
| 23 - 24 | 0. | 0. | 0. | 1. | 57. | 362. | 868. | 471. | 369. | 2129. |
| 24 - 25 | 0. | 0. | 2. | 0. | 20. | 155. | 410. | 241. | 204. | 1031. |
| 25 - 26 | 0. | 0. | 10. | 7. | 26. | 79. | 184. | 108. | 100. | 505 |
| 26 - 27 | 0. | 0. | 1. | 2. | 4. | 54. | 213. | 146. | 170. | 591. |
| 27 - 28 | 0. | 0. | 0. | 0. | 2. | 58. | 243. | 175. | 242. | 720. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 50. | 165. | 128. | 140. | 485. |
| 29 - 30 | 0. | 0. | 0. | 0. | 4. | 37. | 231. | 154. | 185. | 611. |
| 30+ | 0. | 0. | 0. | 0. | 20. | 52. | 123. | 103. | 165. | 463. |
| Total | 29908. | 72734. | 80903. | 93324. | 79414. | 65965. | 31733. | 8211. | 3556. | 465748. |

Table C-12
Previous-Year Prior LOS, Paygrade Cell Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-4 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24700. | 34562. | 8958. | 5327. | 27. | 2. | 0. | 0. | 0. | 73576. |
| 1 - 2 | 2801. | 22008. | 25768. | 9727. | 103. | 15. | 10. | 0. | 0. | 60918. |
| 2 - 3 | 1523. | 6962. | 29510. | 29333. | 2371. | 32. | 2. | 0. | 0. | 69533. |
| 3 - 4 | 293. | 1554. | 10222. | 25792. | 14331. | 53. | 2. | 0. | 0. | 52247. |
| 4 - 5 | 48. | 122. | 2754. | 7244. | 13422. | 472. | 8. | 0. | 0. | 24020. |
| 5 - 6 | 25. | 58. | 1842. | 4126. | 18055. | 2116. | 20. | 0. | 0. | 26242. |
| 6 - 7 | 18. | 27. | 1401. | 2305. | 10361. | 3102. | 28. | 0. | 0. | 17242. |
| 7 - 8 | 7. | 26. | 4001. | 2830. | 10550. | 4328. | 51. | 10. | 0. | 21794. |
| 8 - 9 | 21. | 49. | 1083. | 1613. | 8553. | 3843. | 92. | 3. | 0. | 15256. |
| 9 - 10 | 6. | 9. | 216. | 756. | 4252. | 5718. | 310. | 3. | 0. | 11268. |
| 10 - 11 | 3. | 4. | 109. | 554. | 3227. | 5114. | 505. | 6. | 0. | 9523. |
| 11 - 12 | 1. | 0. | 147. | 320. | 2350. | 5461. | 879. | 19. | 0. | 9176. |
| 12 - 13 | 0. | 0. | 20. | 212. | 1694. | 5542. | 1198. | 44. | 1. | 8712. |
| 13 - 14 | 1. | 0. | 0. | 67. | 1534. | 6033. | 1869. | 121. | 4. | 9630. |
| 14 - 15 | 1. | 1. | 22. | 222. | 1495. | 6194. | 2540. | 249. | 23. | 10748. |
| 15 - 16 | 10. | 10. | 10. | 134. | 967. | 5671. | 2975. | 453. | 71. | 10203. |
| 16 - 17 | 0. | 0. | 11. | 97. | 670. | 5317. | 3420. | 691. | 131. | 10337. |
| 17 - 18 | 0. | 0. | 11. | 59. | 577. | 4732. | 3984. | 910. | 226. | 10499. |
| 18 - 19 | 10. | 0. | 0. | 25. | 417. | 3458. | 3824. | 1072. | 203. | 9080. |
| 19 - 20 | 0. | 0. | 0. | 31. | 452. | 2486. | 3889. | 1163. | 394. | 8816. |
| 20 - 21 | 0. | 0. | 2. | 14. | 158. | 1445. | 3349. | 1068. | 407. | 6444. |
| 21 - 22 | 0. | 0. | 0. | 7. | 51. | 1091. | 2582. | 615. | 296. | 4642. |
| 22 - 23 | 0. | 0. | 0. | 0. | 78. | 772. | 2144. | 563. | 259. | 3815. |
| 23 - 24 | 0. | 0. | 0. | 0. | 19. | 299. | 1790. | 548. | 624. | 3080. |
| 24 - 25 | 0. | 0. | 0. | 6. | 0. | 208. | 634. | 296. | 220. | 1372. |
| 25 - 26 | 0. | 0. | 0. | 5. | 16. | 60. | 366. | 126. | 109. | 681. |
| 26 - 27 | 0. | 0. | 0. | 2. | 4. | 27. | 239. | 186. | 166. | 623. |
| 27 - 28 | 0. | 0. | 0. | 2. | 0. | 14. | 326. | 201. | 234. | 777. |
| 28 - 29 | 0. | 0. | 0. | 1. | 2. | 17. | 335. | 135. | 155. | 685. |
| 29 - 30 | 0. | 0. | 0. | 0. | 0. | 30. | 199. | 150. | 182. | 569. |
| 30+ | 0. | 0. | 0. | 0. | 0. | 0. | 80. | 111. | 116. | 452. |
| Total | 29248. | 65378. | 86038. | 90811. | 95736. | 74131. | 37670. | 8750. | 3730. | 491501. |

Table C-13

Previous-Year Prior LOS, Paygrade Cell Conversion Factor Estimate—Apportioned—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 25257. | 38451. | 8423. | 5475. | 22. | 2. | 0. | 0. | 0. | 77630. | |
| 1 - 2 | 2864. | 24480. | 24230. | 9996. | 85. | 13. | 10. | 0. | 0. | 61669. | |
| 2 - 3 | 1352. | 7745. | 27749. | 30145. | 1967. | 28. | 2. | 0. | 0. | 68989. | |
| 3 - 4 | 299. | 1729. | 9812. | 26506. | 11888. | 47. | 2. | 0. | 0. | 50082. | |
| 4 - 5 | 49. | 135. | 2545. | 7444. | 11134. | 420. | 7. | 0. | 0. | 21732. | |
| 5 - 6 | 26. | 64. | 1732. | 4240. | 14976. | 1883. | 17. | 0. | 0. | 22939. | |
| 6 - 7 | 18. | 30. | 1318. | 2368. | 8595. | 2760. | 23. | 0. | 0. | 15112. | |
| 7 - 8 | 7. | 23. | 3763. | 2904. | 8751. | 3851. | 43. | 10. | 0. | 19353. | |
| 8 - 9 | 21. | 55. | 1019. | 1657. | 7095. | 3419. | 77. | 2. | 0. | 13346. | |
| 9 - 10 | 6. | 10. | 203. | 777. | 3527. | 5088. | 261. | 2. | 0. | 9874. | |
| 10 - 11 | 3. | 4. | 103. | 569. | 2677. | 4550. | 425. | 6. | 0. | 8339. | |
| 11 - 12 | 1. | 0. | 138. | 329. | 1949. | 4859. | 740. | 18. | 0. | 8035. | |
| 12 - 13 | 0. | 0. | 18. | 218. | 1405. | 4932. | 1009. | 42. | 1. | 7626. | |
| 13 - 14 | 1. | 0. | 0. | 69. | 1273. | 5368. | 1574. | 114. | 4. | 8803. | |
| 14 - 15 | 1. | 2. | 21. | 228. | 1240. | 5512. | 2140. | 234. | 21. | 9399. | |
| 15 - 16 | 10. | 10. | 0. | 138. | 802. | 5046. | 2506. | 425. | 68. | 8997. | |
| 16 - 17 | 0. | 0. | 10. | 100. | 556. | 4732. | 2881. | 648. | 125. | 9051. | |
| 17 - 18 | 0. | 0. | 11. | 60. | 478. | 4211. | 3356. | 854. | 215. | 9185. | |
| 18 - 19 | 10. | 0. | 0. | 26. | 346. | 3077. | 3221. | 1006. | 269. | 7946. | |
| 19 - 20 | 0. | 0. | 0. | 32. | 375. | 2568. | 3276. | 1092. | 375. | 7718. | |
| 20 - 21 | 0. | 0. | 2. | 14. | 131. | 1286. | 2822. | 1003. | 388. | 5645. | |
| 21 - 22 | 0. | 0. | 0. | 7. | 42. | 971. | 2175. | 577. | 281. | 4054. | |
| 22 - 23 | 0. | 0. | 0. | 0. | 65. | 687. | 1806. | 529. | 246. | 3332. | |
| 23 - 24 | 0. | 0. | 0. | 0. | 16. | 266. | 1508. | 515. | 403. | 2707. | |
| 24 - 25 | 0. | 0. | 0. | 6. | 0. | 185. | 534. | 270. | 217. | 1220. | |
| 25 - 26 | 0. | 0. | 0. | 5. | 13. | 53. | 308. | 118. | 104. | 601. | |
| 26 - 27 | 0. | 0. | 0. | 2. | 3. | 28. | 201. | 178. | 158. | 562. | |
| 27 - 28 | 0. | 0. | 0. | 2. | 0. | 13. | 274. | 189. | 223. | 701. | |
| 28 - 29 | 0. | 0. | 0. | 1. | 2. | 15. | 282. | 126. | 147. | 574. | |
| 29 - 30 | 0. | 0. | 0. | 0. | 0. | 27. | 167. | 148. | 173. | 516. | |
| 30+ | 0. | 0. | 0. | 0. | 0. | 71. | 94. | 109. | 138. | 418. | |
| Total | 29908. | 72734. | 80907. | 93324. | 79414. | 65965. | 31733. | 8211. | 3556. | 465748. | |

Table C-14
Previous-Year Conversion Factor with Highest Correlation Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 24700. | 34562. | 8956. | 5327. | 27. | 2. | 0. | 0. | 0. | 73576. | |
| 1 - 2 | 3358. | 22004. | 25768. | 9727. | 65. | 3. | 0. | 0. | 0. | 60926. | |
| 2 - 3 | 1440. | 7415. | 22093. | 29333. | 1122. | 11. | 10. | 0. | 0. | 61416. | |
| 3 - 4 | 293. | 1554. | 9477. | 23636. | 14331. | 53. | 2. | 0. | 0. | 49346. | |
| 4 - 5 | 58. | 205. | 2347. | 7109. | 11195. | 472. | 0. | 0. | 0. | 21386. | |
| 5 - 6 | 25. | 82. | 992. | 3911. | 13380. | 1295. | 2. | 0. | 0. | 19686. | |
| 6 - 7 | 33. | 27. | 1590. | 2305. | 9215. | 2523. | 5. | 0. | 0. | 15697. | |
| 7 - 8 | 7. | 86. | 1280. | 2830. | 6453. | 3606. | 9. | 10. | 0. | 14273. | |
| 8 - 9 | 21. | 9. | 621. | 1759. | 4104. | 2836. | 28. | 0. | 0. | 9414. | |
| 9 - 10 | 6. | 0. | 170. | 928. | 3999. | 4387. | 120. | 3. | 0. | 9616. | |
| 10 - 11 | 3. | 4. | 78. | 621. | 3546. | 4141. | 505. | 0. | 0. | 8899. | |
| 11 - 12 | 1. | 0. | 75. | 337. | 2496. | 4533. | 879. | 19. | 0. | 8341. | |
| 12 - 13 | 0. | 0. | 45. | 168. | 1662. | 4342. | 1198. | 44. | 1. | 7460. | |
| 13 - 14 | 1. | 0. | 12. | 135. | 1534. | 5074. | 1573. | 121. | 2. | 8454. | |
| 14 - 15 | 1. | 3. | 26. | 202. | 1580. | 5618. | 2152. | 249. | 11. | 9644. | |
| 15 - 16 | 10. | 0. | 10. | 125. | 1067. | 4883. | 2605. | 397. | 71. | 9159. | |
| 16 - 17 | 0. | 0. | 13. | 90. | 796. | 4406. | 3097. | 629. | 95. | 9128. | |
| 17 - 18 | 0. | 0. | 5. | 48. | 624. | 4118. | 3503. | 840. | 226. | 9364. | |
| 18 - 19 | 10. | 0. | 5. | 37. | 396. | 3613. | 3396. | 965. | 250. | 8663. | |
| 19 - 20 | 0. | 0. | 4. | 45. | 441. | 3028. | 3545. | 1073. | 346. | 8522. | |
| 20 - 21 | 0. | 0. | 2. | 16. | 384. | 1526. | 2683. | 976. | 407. | 5995. | |
| 21 - 22 | 0. | 0. | 0. | 2. | 14. | 128. | 671. | 1501. | 561. | 3318. | |
| 22 - 23 | 0. | 0. | 0. | 0. | 18. | 59. | 611. | 982. | 434. | 226. | 2330. |
| 23 - 24 | 0. | 0. | 0. | 0. | 1. | 56. | 341. | 807. | 437. | 335. | 1977. |
| 24 - 25 | 0. | 0. | 0. | 0. | 0. | 0. | 146. | 381. | 223. | 186. | 937. |
| 25 - 26 | 0. | 0. | 1. | 0. | 0. | 0. | 0. | 171. | 100. | 109. | 486. |
| 26 - 27 | 0. | 0. | 10. | 6. | 24. | 75. | 171. | 100. | 155. | 155. | 545. |
| 27 - 28 | 0. | 0. | 0. | 2. | 3. | 51. | 198. | 135. | 220. | 220. | 664. |
| 28 - 29 | 0. | 0. | 0. | 0. | 2. | 54. | 226. | 162. | 127. | 127. | 420. |
| 29 - 30 | 0. | 0. | 0. | 1. | 2. | 17. | 154. | 118. | 169. | 169. | 571. |
| 30+ | 0. | 0. | 0. | 0. | 11. | 35. | 215. | 142. | 150. | 150. | 476. |
| Total | 0. | 0. | 0. | 0. | 19. | 80. | 111. | 116. | 3330. | 440687. | |
| | 29948. | 55955. | 73574. | 88772. | 78763. | 62553. | 30043. | 7746. | | | |

Table C-15
Previous-Year Conversion Factor with Highest Correlation Estimate—Apportioned—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 24667. | 38114. | 9850. | 5600. | 27. | 2. | 0. | 0. | 0. | 0. | 78260. |
| 1 - 2 | 3354. | 24265. | 28335. | 10226. | 66. | 4. | 0. | 0. | 0. | 0. | 66249. |
| 2 - 3 | 1438. | 8177. | 24293. | 30837. | 1131. | 11. | 10. | 0. | 0. | 0. | 65890. |
| 3 - 4 | 292. | 1714. | 10421. | 24888. | 16450. | 56. | 2. | 0. | 0. | 0. | 51783. |
| 4 - 5 | 57. | 226. | 2581. | 7474. | 11287. | 497. | 0. | 0. | 0. | 0. | 22123. |
| 5 - 6 | 25. | 90. | 1090. | 4112. | 13690. | 1366. | 2. | 0. | 0. | 0. | 20175. |
| 6 - 7 | 33. | 29. | 1748. | 2423. | 9291. | 2661. | 5. | 0. | 0. | 0. | 16190. |
| 7 - 8 | 7. | 95. | 1408. | 2975. | 6507. | 3803. | 10. | 1. | 0. | 0. | 14805. |
| 8 - 9 | 21. | 10. | 683. | 1891. | 4138. | 2991. | 25. | 0. | 0. | 0. | 9759. |
| 9 - 10 | 6. | 4. | 187. | 975. | 4032. | 4627. | 126. | 3. | 0. | 0. | 9960. |
| 10 - 11 | 3. | 4. | 96. | 653. | 3575. | 4367. | 533. | 0. | 0. | 0. | 9222. |
| 11 - 12 | 10. | 0. | 83. | 356. | 2516. | 4780. | 928. | 21. | 0. | 0. | 8684. |
| 12 - 13 | 0. | 0. | 49. | 177. | 1675. | 4579. | 1265. | 67. | 2. | 2. | 7794. |
| 13 - 14 | 10. | 0. | 14. | 142. | 1547. | 5351. | 1662. | 128. | 3. | 3. | 8847. |
| 14 - 15 | 10. | 3. | 20. | 213. | 1593. | 5714. | 2273. | 264. | 12. | 10102. | |
| 15 - 16 | 10. | 0. | 11. | 132. | 1076. | 5149. | 2751. | 421. | 76. | 9617. | |
| 16 - 17 | 0. | 0. | 14. | 95. | 804. | 4647. | 3271. | 666. | 102. | 9599. | |
| 17 - 18 | 0. | 0. | 5. | 50. | 630. | 4343. | 3700. | 890. | 291. | 9859. | |
| 18 - 19 | 10. | 0. | 5. | 30. | 399. | 3810. | 3587. | 1023. | 267. | 9132. | |
| 19 - 20 | 0. | 0. | 5. | 48. | 495. | 3193. | 3745. | 1137. | 369. | 8981. | |
| 20 - 21 | 0. | 0. | 2. | 16. | 388. | 1610. | 2834. | 1034. | 435. | 6319. | |
| 21 - 22 | 0. | 0. | 2. | 14. | 129. | 918. | 1585. | 595. | 258. | 3501. | |
| 22 - 23 | 0. | 0. | 0. | 15. | 59. | 645. | 1037. | 460. | 291. | 2462. | |
| 23 - 24 | 0. | 0. | 0. | 1. | 56. | 360. | 853. | 463. | 358. | 2091. | |
| 24 - 25 | 0. | 0. | 0. | 0. | 0. | 154. | 402. | 237. | 198. | 993. | |
| 25 - 26 | 0. | 0. | 0. | 17. | 6. | 24. | 79. | 181. | 106. | 514. | |
| 26 - 27 | 0. | 0. | 0. | 0. | 2. | 3. | 54. | 209. | 143. | 578. | |
| 27 - 28 | 0. | 0. | 0. | 0. | 0. | 2. | 57. | 238. | 172. | 705. | |
| 28 - 29 | 0. | 0. | 0. | 0. | 1. | 2. | 18. | 162. | 125. | 445. | |
| 29 - 30 | 0. | 0. | 0. | 0. | 11. | 37. | 227. | 151. | 180. | 605. | |
| 30+ | 0. | 0. | 0. | 0. | 19. | 86. | 117. | 123. | 160. | 504. | |
| Total | 29908. | 72734. | 80903. | 93324. | 74414. | 65965. | 31733. | 8211. | 3556. | 465748. | |

Table C-16
Regression on Previous-Year Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24708. | 35017. | 9307. | 5454. | 21. | 2. | 0. | 0. | 0. | 74509. |
| 1 - 2 | 3399. | 26451. | 30102. | 8511. | 62. | 7. | 1. | 0. | 0. | 70534. |
| 2 - 3 | 1437. | 7866. | 32570. | 32134. | 2012. | 31. | 2. | 0. | 0. | 76051. |
| 3 - 4 | 277. | 1472. | 9735. | 23179. | 13163. | 32. | 1. | 0. | 0. | 47860. |
| 4 - 5 | 57. | 206. | 3110. | 11252. | 15093. | 319. | 2. | 0. | 0. | 30039. |
| 5 - 6 | 20. | 74. | 1136. | 3859. | 12586. | 1563. | 3. | 0. | 0. | 19241. |
| 6 - 7 | 30. | 395. | 1423. | 2915. | 10231. | 2815. | 4. | 0. | 0. | 17413. |
| 7 - 8 | -28. | 27. | 656. | 2243. | 6659. | 3786. | 8. | 0. | 0. | 15551. |
| 8 - 9 | 6. | 10. | 326. | 993. | 4472. | 3306. | 6. | 0. | 0. | 9154. |
| 9 - 10 | 0. | 7. | 173. | 806. | 3685. | 4332. | 116. | 0. | 0. | 9122. |
| 10 - 11 | 3. | 1. | 109. | 672. | 3556. | 4281. | 419. | 0. | 0. | 9040. |
| 11 - 12 | 0. | 2. | 58. | 366. | 2491. | 4296. | 695. | 10. | 0. | 7898. |
| 12 - 13 | 1. | 0. | 40. | 153. | 1474. | 4270. | 984. | 34. | 0. | 6957. |
| 13 - 14 | 1. | 0. | 23. | 129. | 1519. | 5285. | 1650. | 108. | 2. | 6717. |
| 14 - 15 | 0. | 2. | 23. | 191. | 1519. | 5163. | 2122. | 216. | 19. | 9256. |
| 15 - 16 | 0. | 1. | 6. | 115. | 1046. | 4561. | 2556. | 408. | 55. | 8746. |
| 16 - 17 | 0. | 0. | 11. | 101. | 759. | 4157. | 2808. | 620. | 117. | 8574. |
| 17 - 18 | 1. | 0. | 6. | 55. | 508. | 4874. | 4240. | 1116. | 251. | 11049. |
| 18 - 19 | 0. | 0. | 7. | 62. | 484. | 4536. | 4267. | 1240. | 319. | 10895. |
| 19 - 20 | 0. | 0. | 5. | 61. | 671. | 4202. | 4282. | 1273. | 422. | 10915. |
| 20 - 21 | 0. | 0. | 1. | 25. | 434. | 2669. | 3365. | 1167. | 438. | 6100. |
| 21 - 22 | 0. | 0. | 3. | 11. | 189. | 1082. | 1493. | 444. | 226. | 3445. |
| 22 - 23 | 0. | 0. | 2. | 10. | 36. | 659. | 1003. | 375. | 212. | 2297. |
| 23 - 24 | 0. | 0. | 2. | 0. | 53. | 191. | 641. | 342. | 281. | 1510. |
| 24 - 25 | 0. | 0. | 1. | 2. | 7. | -13. | 377. | 236. | 208. | 816. |
| 25 - 26 | 0. | 0. | 0. | 4. | 7. | 35. | 141. | 76. | 77. | 340. |
| 26 - 27 | 0. | 0. | 0. | 0. | 4. | 54. | 207. | 159. | 182. | 606. |
| 27 - 28 | 0. | 0. | 0. | 1. | 6. | 22. | 244. | 193. | 249. | 716. |
| 28 - 29 | 0. | 0. | 0. | 0. | 3. | 23. | 167. | 132. | 164. | 689. |
| 29 - 30 | 0. | 0. | 0. | 0. | 12. | 44. | 255. | 162. | 215. | 688. |
| 30+ | 0. | 0. | 0. | 1. | -4. | 11. | 167. | 179. | 223. | 577. |
| Total | 20915. | 73531. | 89032. | 92860. | 82758. | 66595. | 32263. | 6491. | 3660. | 479105. |

Table C-17
Regression on Previous-Year Conversion Factor Estimate—Apportioned—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24702. | 34637. | 8458. | 3481. | 20. | 2. | 0. | 0. | 0. | 73300. |
| 1 - 2 | 3396. | 28143. | 27353. | 8554. | 66. | 7. | 1. | 0. | 0. | 67516. |
| 2 - 3 | 1437. | 7781. | 29596. | 32294. | 1930. | 30. | 2. | 0. | 0. | 73070. |
| 3 - 4 | 277. | 1456. | 8846. | 23293. | 12631. | 32. | 1. | 0. | 0. | 46538. |
| 4 - 5 | 57. | 203. | 2826. | 11368. | 14483. | 316. | 2. | 0. | 0. | 29196. |
| 5 - 6 | 20. | 73. | 1032. | 3879. | 12078. | 1548. | 3. | 0. | 0. | 18632. |
| 6 - 7 | 3. | 391. | 1293. | 2528. | 9817. | 2789. | 4. | 0. | 0. | 16851. |
| 7 - 8 | -26. | 27. | 776. | 2255. | 6390. | 3750. | 7. | 0. | 0. | 13179. |
| 8 - 9 | 0. | 9. | 297. | 993. | 4291. | 3274. | 43. | 0. | 0. | 8917. |
| 9 - 10 | 0. | 7. | 157. | 810. | 3536. | 4291. | 116. | 0. | 0. | 8919. |
| 10 - 11 | 0. | 1. | 95. | 675. | 5412. | 4240. | 412. | 0. | 0. | 8843. |
| 11 - 12 | 0. | 2. | 53. | 348. | 2391. | 4236. | 683. | 9. | 0. | 7742. |
| 12 - 13 | 1. | 0. | 37. | 156. | 1415. | 4230. | 968. | 33. | 0. | 6837. |
| 13 - 14 | 1. | 0. | 21. | 129. | 1457. | 5235. | 1623. | 105. | 2. | 6573. |
| 14 - 15 | 0. | 2. | 21. | 192. | 1436. | 5114. | 2048. | 209. | 16. | 9102. |
| 15 - 16 | 0. | 1. | 5. | 115. | 1004. | 4518. | 2514. | 394. | 53. | 8604. |
| 16 - 17 | 0. | 0. | 10. | 102. | 728. | 4118. | 2762. | 600. | 114. | 8433. |
| 17 - 18 | 1. | 0. | 3. | 56. | 487. | 4828. | 4171. | 1079. | 244. | 10868. |
| 18 - 19 | 0. | 0. | 6. | 62. | 464. | 4493. | 4197. | 1199. | 316. | 10712. |
| 19 - 20 | 0. | 0. | 5. | 61. | 644. | 4162. | 4211. | 1231. | 410. | 10724. |
| 20 - 21 | 0. | 0. | 4. | 25. | 417. | 2644. | 3310. | 1128. | 426. | 7951. |
| 21 - 22 | 0. | 0. | 0. | 11. | 181. | 1072. | 1469. | 429. | 220. | 3382. |
| 22 - 23 | 0. | 0. | 2. | 10. | 35. | 652. | 987. | 362. | 206. | 2255. |
| 23 - 24 | 0. | 0. | 1. | 0. | 51. | 190. | 631. | 331. | 273. | 1476. |
| 24 - 25 | 0. | 0. | 0. | 0. | 7. | -13. | 371. | 225. | 202. | 796. |
| 25 - 26 | 0. | 0. | 0. | 4. | 7. | 35. | 136. | 74. | 75. | 333. |
| 26 - 27 | 0. | 0. | 0. | 0. | 6. | 53. | 203. | 134. | 177. | 591. |
| 27 - 28 | 0. | 0. | 0. | 1. | 6. | 22. | 240. | 186. | 242. | 698. |
| 28 - 29 | 0. | 0. | 0. | 0. | 3. | 23. | 164. | 128. | 159. | 477. |
| 29 - 30 | 0. | 0. | 0. | 0. | 12. | 44. | 251. | 136. | 209. | 671. |
| 30+ | 0. | 0. | 0. | 1. | -3. | 11. | 164. | 174. | 216. | 562. |
| Total | 29908. | 72734. | 63905. | 93324. | 79414. | 65965. | 31773. | 8211. | 3556. | 463748. |

Table C-18
Regression on Previous-Year, Prior LOS Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|-------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 24708. | 55317. | 9507. | 5456. | 21. | 2. | 0. | 0. | 0. | 74509. | |
| 1 - 2 | 5485. | 29152. | 27415. | 9026. | 68. | 4. | 1. | 0. | 0. | 69097. | |
| 2 - 3 | 1410. | 5659. | 51455. | 36279. | 2062. | 12. | 2. | 0. | 0. | 77867. | |
| 3 - 4 | 271. | 1385. | 9143. | 23979. | 13345. | 34. | 1. | 0. | 0. | 68159. | |
| 4 - 5 | 66. | 151. | 2955. | 11560. | 13486. | 523. | 1. | 0. | 0. | 28556. | |
| 5 - 6 | 21. | 73. | 995. | 6169. | 12154. | 1600. | 5. | 0. | 0. | 18923. | |
| 6 - 7 | 26. | 150. | 1502. | 2475. | 9902. | 2766. | 6. | 0. | 0. | 16583. | |
| 7 - 8 | 15. | 127. | 906. | 2112. | 6701. | 5677. | 7. | 0. | 0. | 15544. | |
| 8 - 9 | 15. | 12. | 459. | 1298. | 4225. | 2869. | 72. | 0. | 0. | 8930. | |
| 9 - 10 | 5. | 6. | 166. | 866. | 4009. | 4451. | 207. | 0. | 0. | 9689. | |
| 10 - 11 | 5. | 6. | 96. | 649. | 5594. | 6181. | 416. | 0. | 0. | 8946. | |
| 11 - 12 | 0. | 0. | 61. | 357. | 2488. | 4587. | 762. | 11. | 0. | 6227. | |
| 12 - 13 | 0. | 1. | 55. | 156. | 1639. | 4410. | 1075. | 55. | 0. | 7347. | |
| 13 - 14 | 1. | 0. | 10. | 128. | 1558. | 5105. | 1609. | 105. | 2. | 8498. | |
| 14 - 15 | 0. | 2. | 25. | 197. | 1997. | 5459. | 2210. | 224. | 18. | 9753. | |
| 15 - 16 | 1. | 0. | 5. | 122. | 1058. | 4945. | 2672. | 618. | 65. | 9287. | |
| 16 - 17 | 0. | 0. | 10. | 92. | 796. | 4456. | 5212. | 648. | 111. | 9525. | |
| 17 - 18 | 0. | 0. | 6. | 59. | 609. | 4156. | 3508. | 864. | 209. | 9581. | |
| 18 - 19 | 1. | 0. | 6. | 59. | 402. | 5655. | 5568. | 994. | 272. | 8951. | |
| 19 - 20 | 0. | 0. | 6. | 51. | 496. | 3720. | 3990. | 1169. | 591. | 9819. | |
| 20 - 21 | 0. | 0. | 5. | 25. | 272. | 2529. | 5353. | 1105. | 412. | 7699. | |
| 21 - 22 | 0. | 0. | 2. | 16. | 191. | 1155. | 1654. | 605. | 248. | 3829. | |
| 22 - 23 | 0. | 0. | 1. | 26. | 59. | 662. | 1002. | 662. | 230. | 2442. | |
| 23 - 24 | 0. | 1. | 1. | 1. | 36. | 310. | 807. | 411. | 559. | 1905. | |
| 24 - 25 | 0. | 0. | 1. | 0. | 16. | 152. | 374. | 222. | 196. | 960. | |
| 25 - 26 | 0. | 0. | 1. | 5. | 25. | 62. | 169. | 99. | 91. | 450. | |
| 26 - 27 | 0. | 0. | 0. | 2. | 2. | 50. | 205. | 154. | 152. | 564. | |
| 27 - 28 | 0. | 0. | 0. | 0. | 1. | 55. | 227. | 167. | 217. | 666. | |
| 28 - 29 | 0. | 0. | 0. | 0. | 1. | 36. | 150. | 116. | 130. | 654. | |
| 29 - 30 | 0. | 0. | 0. | 0. | 5. | 53. | 215. | 140. | 175. | 548. | |
| 30+ | 0. | 0. | 0. | 1. | 8. | 50. | 194. | 189. | 240. | 665. | |
| Total | 50007. | 74700. | 86255. | 66934. | 80803. | 85403. | 51627. | 6116. | 3697. | 475510. | |

Table C-19

Regression on Previous-Year, Prior LOS Conversion Factor Estimate--Apportioned--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24626. | 34095. | 8937. | 5253. | 21. | 2. | 0. | 0. | 0. | 72934. |
| 1 - 2 | 3475. | 28336. | 26323. | 8692. | 66. | 4. | 1. | 0. | 0. | 66895. |
| 2 - 3 | 1405. | 8431. | 37202. | 33064. | 2026. | 12. | 2. | 0. | 0. | 75083. |
| 3 - 4 | 271. | 1348. | 8780. | 23093. | 13115. | 35. | 1. | 0. | 0. | 46643. |
| 4 - 5 | 48. | 176. | 2538. | 10941. | 13254. | 326. | 1. | 0. | 0. | 27583. |
| 5 - 6 | 21. | 71. | 867. | 4015. | 11945. | 1614. | 3. | 0. | 0. | 18535. |
| 6 - 7 | 24. | 127. | 1250. | 2384. | 9751. | 2767. | 6. | 0. | 0. | 16290. |
| 7 - 8 | 75. | 123. | 870. | 2034. | 6586. | 3709. | 7. | 0. | 0. | 13343. |
| 8 - 9 | 15. | 11. | 422. | 1250. | 4152. | 2893. | 72. | 0. | 0. | 8816. |
| 9 - 10 | 5. | 6. | 160. | 834. | 3940. | 4469. | 208. | 0. | 0. | 9620. |
| 10 - 11 | 3. | 8. | 93. | 624. | 3532. | 4216. | 417. | 0. | 0. | 8894. |
| 11 - 12 | 0. | 0. | 59. | 325. | 2445. | 4626. | 764. | 11. | 0. | 8211. |
| 12 - 13 | 0. | 1. | 33. | 150. | 1611. | 4448. | 1077. | 36. | 0. | 7354. |
| 13 - 14 | 1. | 0. | 9. | 123. | 1512. | 5149. | 1614. | 107. | 2. | 6517. |
| 14 - 15 | 0. | 2. | 24. | 190. | 1570. | 5506. | 2217. | 227. | 18. | 9755. |
| 15 - 16 | 1. | 0. | 5. | 117. | 1040. | 4988. | 2681. | 423. | 67. | 9321. |
| 16 - 17 | 0. | 0. | 10. | 69. | 782. | 4495. | 3223. | 655. | 112. | 9366. |
| 17 - 18 | 0. | 0. | 4. | 49. | 599. | 4172. | 3520. | 874. | 213. | 9430. |
| 18 - 19 | 1. | 0. | 4. | 37. | 395. | 3685. | 3580. | 1005. | 276. | 6982. |
| 19 - 20 | 0. | 0. | 4. | 49. | 480. | 3752. | 4003. | 1183. | 398. | 9675. |
| 20 - 21 | 0. | 0. | 3. | 24. | 267. | 2551. | 3364. | 1118. | 419. | 7746. |
| 21 - 22 | 0. | 0. | 2. | 15. | 186. | 1143. | 1640. | 610. | 253. | 3851. |
| 22 - 23 | 0. | 0. | 1. | 25. | 58. | 668. | 1006. | 468. | 234. | 2459. |
| 23 - 24 | 0. | 0. | 1. | 1. | 36. | 313. | 810. | 416. | 346. | 1920. |
| 24 - 25 | 0. | 0. | 1. | 0. | 16. | 154. | 375. | 225. | 197. | 968. |
| 25 - 26 | 0. | 0. | 1. | 5. | 23. | 62. | 170. | 100. | 92. | 453. |
| 26 - 27 | 0. | 0. | 0. | 2. | 2. | 51. | 203. | 136. | 155. | 569. |
| 27 - 28 | 0. | 0. | 0. | 0. | 1. | 55. | 227. | 160. | 221. | 673. |
| 28 - 29 | 0. | 0. | 0. | 0. | 1. | 37. | 150. | 115. | 132. | 438. |
| 29 - 30 | 0. | 0. | 0. | 0. | 0. | 34. | 216. | 142. | 176. | 574. |
| 30+ | 0. | 0. | 0. | 1. | 8. | 31. | 145. | 191. | 266. | 670. |
| Total | 29986. | 72734. | 80903. | 93324. | 79616. | 65965. | 31753. | 6211. | 3556. | 465748. |

Table C-20

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24708. | 35017. | 9307. | 5454. | 21. | 2. | 0. | 0. | 0. | 74509. |
| 1 - 2 | 3485. | 27668. | 29249. | 9559. | 57. | 21. | 2. | 0. | 0. | 70039. |
| 2 - 3 | 1410. | 8396. | 34540. | 32618. | 2141. | 62. | 1. | 0. | 0. | 79148. |
| 3 - 4 | 271. | 1511. | 9545. | 26747. | 12290. | 30. | 0. | 0. | 0. | 46394. |
| 4 - 5 | 45. | 200. | 2797. | 12687. | 14045. | 275. | 2. | 1. | 0. | 30055. |
| 5 - 6 | 21. | 61. | 1194. | 3656. | 12379. | 1565. | 3. | 0. | 0. | 18878. |
| 6 - 7 | 24. | 61. | 1370. | 2563. | 10257. | 2642. | 5. | 0. | 0. | 16926. |
| 7 - 8 | 15. | 34. | 2594. | 2073. | 6574. | 3649. | 5. | 0. | 0. | 14943. |
| 8 - 9 | 15. | 13. | 419. | 1066. | 4542. | 3283. | 66. | -0. | 0. | 9383. |
| 9 - 10 | 5. | -2. | 169. | 809. | 3693. | 4662. | 220. | 0. | 0. | 9557. |
| 10 - 11 | 3. | 6. | 104. | 665. | 3185. | 4231. | 418. | 1. | 0. | 8613. |
| 11 - 12 | 0. | 0. | 46. | 338. | 2325. | 4438. | 777. | 12. | 0. | 7937. |
| 12 - 13 | 0. | 0. | 20. | 153. | 1426. | 4672. | 1027. | 34. | 0. | 7332. |
| 13 - 14 | 1. | 0. | 21. | 122. | 1507. | 5452. | 1589. | 106. | 2. | 8800. |
| 14 - 15 | 0. | 2. | 23. | 207. | 1547. | 5676. | 2223. | 222. | 19. | 9922. |
| 15 - 16 | 1. | 1. | 5. | 130. | 1026. | 5168. | 2640. | 417. | 61. | 9648. |
| 16 - 17 | 0. | 0. | 11. | 164. | 725. | 5054. | 3112. | 643. | 117. | 9766. |
| 17 - 18 | 0. | 0. | 11. | 61. | 652. | 4707. | 3689. | 813. | 205. | 10140. |
| 18 - 19 | 1. | 0. | 0. | 38. | 494. | 3491. | 3732. | 930. | 266. | 8956. |
| 19 - 20 | 0. | 0. | 0. | 57. | 633. | 3109. | 3948. | 1120. | 391. | 9259. |
| 20 - 21 | 0. | 0. | 4. | 20. | 310. | 2377. | 3344. | 1088. | 390. | 7532. |
| 21 - 22 | 0. | 0. | 0. | 35. | 88. | 1380. | 1640. | 508. | 248. | 3900. |
| 22 - 23 | 0. | 0. | 0. | 6. | 43. | 854. | 1097. | 455. | 213. | 2668. |
| 23 - 24 | 0. | 0. | 0. | 1. | 35. | 232. | 841. | 413. | 323. | 1845. |
| 24 - 25 | 0. | 0. | 0. | 5. | 0. | 280. | 307. | 235. | 205. | 1122. |
| 25 - 26 | 0. | 0. | 0. | 5. | 13. | 45. | 222. | 109. | 97. | 500. |
| 26 - 27 | 0. | 0. | 0. | 3. | 5. | 51. | 204. | 163. | 153. | 578. |
| 27 - 28 | 0. | 0. | 0. | 2. | 0. | 48. | 260. | 178. | 206. | 715. |
| 28 - 29 | 0. | 0. | 0. | 1. | 3. | 19. | 245. | 114. | 144. | 526. |
| 29 - 30 | 0. | 0. | 0. | 0. | 8. | 36. | 224. | 131. | 186. | 585. |
| 30+ | 0. | 0. | 0. | 0. | 5. | 53. | 197. | 224. | 227. | 706. |
| Total | 30307. | 72967. | 91427. | 97192. | 80029. | 67547. | 32141. | 7917. | 3453. | 482681. |

Table C-21

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor Estimate—Apportioned—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|--------|-------|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24626. | 34905. | 8236. | 5237. | 21. | 2. | 0. | 0. | 0. | 73027. |
| 1 - 2 | 3473. | 27580. | 25682. | 9179. | 56. | 20. | 2. | 0. | 0. | 66191. |
| 2 - 3 | 1405. | 6369. | 30564. | 31320. | 2125. | 41. | 1. | 0. | 0. | 73825. |
| 3 - 4 | 271. | 1506. | 3446. | 23762. | 12195. | 29. | 0. | 0. | 0. | 46210. |
| 4 - 5 | 46. | 190. | 2475. | 12182. | 13937. | 269. | 2. | 1. | 0. | 29113. |
| 5 - 6 | 21. | 61. | 1056. | 3511. | 12286. | 1529. | 3. | 0. | 0. | 16663. |
| 6 - 7 | 24. | 60. | 1212. | 2465. | 10179. | 2580. | 5. | 0. | 0. | 16525. |
| 7 - 8 | 15. | 34. | 2295. | 1990. | 6523. | 3563. | 5. | 0. | 0. | 14425. |
| 8 - 9 | 15. | 13. | 371. | 1024. | 4507. | 3206. | 45. | -0. | 0. | 9180. |
| 9 - 10 | 5. | -2. | 169. | 777. | 3665. | 4553. | 217. | 0. | 0. | 9364. |
| 10 - 11 | 1. | 6. | 72. | 639. | 3161. | 4132. | 413. | 1. | 0. | 8446. |
| 11 - 12 | 1. | 1. | 61. | 325. | 2307. | 4334. | 767. | 12. | 0. | 7787. |
| 12 - 13 | 0. | 0. | 17. | 147. | 1415. | 4563. | 1014. | 35. | 0. | 7192. |
| 13 - 14 | 1. | 0. | 18. | 117. | 1496. | 5325. | 1569. | 110. | 2. | 8637. |
| 14 - 15 | 0. | 2. | 20. | 199. | 1535. | 5545. | 2195. | 231. | 19. | 9747. |
| 15 - 16 | 1. | 1. | 5. | 125. | 1018. | 5047. | 2606. | 432. | 63. | 9297. |
| 16 - 17 | 1. | 0. | 10. | 100. | 719. | 4936. | 3072. | 667. | 121. | 9624. |
| 17 - 18 | 0. | 0. | 10. | 59. | 647. | 4597. | 3643. | 843. | 212. | 10010. |
| 18 - 19 | 1. | 0. | 0. | 57. | 491. | 3409. | 3685. | 965. | 276. | 8864. |
| 19 - 20 | 0. | 0. | 0. | 55. | 626. | 3036. | 3696. | 1162. | 402. | 9162. |
| 20 - 21 | 0. | 0. | 3. | 29. | 307. | 2321. | 3301. | 1128. | 401. | 7482. |
| 21 - 22 | 1. | 0. | 0. | 33. | 86. | 1348. | 1619. | 527. | 255. | 3671. |
| 22 - 23 | 0. | 0. | 0. | 6. | 43. | 834. | 1083. | 472. | 219. | 2657. |
| 23 - 24 | 0. | 0. | 0. | 1. | 35. | 227. | 830. | 426. | 332. | 1857. |
| 24 - 25 | 0. | 0. | 0. | 5. | 0. | 275. | 392. | 246. | 211. | 1125. |
| 25 - 26 | 0. | 0. | 0. | 4. | 13. | 44. | 229. | 113. | 100. | 503. |
| 26 - 27 | 0. | 0. | 0. | 3. | 5. | 50. | 201. | 169. | 157. | 565. |
| 27 - 28 | 0. | 0. | 0. | 2. | 0. | 47. | 277. | 165. | 212. | 723. |
| 28 - 29 | 0. | 0. | 0. | 1. | 3. | 15. | 242. | 113. | 146. | 531. |
| 29 - 30 | 0. | 0. | 0. | 0. | 8. | 35. | 221. | 136. | 191. | 592. |
| 30+ | 0. | 0. | 0. | 0. | 5. | 52. | 194. | 232. | 234. | 717. |
| Total | 29976. | 72734. | 80903. | 63324. | 79414. | 65965. | 31773. | 62111. | 3556. | 465748. |

Table C-22

Regression on Previous-Year Conversion Factor with Highest Correlation Estimate--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|----|---------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | | |
| 0 - 1 | 24706. | 35017. | 9307. | 5454. | 21. | 2. | 0. | 0. | 0. | 0. | 74509. |
| 1 - 2 | 3399. | 27668. | 29249. | 9559. | 68. | 4. | 1. | 0. | 0. | 0. | 69947. |
| 2 - 3 | 1437. | 7866. | 31453. | 32619. | 2062. | 12. | 2. | 0. | 0. | 0. | 75450. |
| 3 - 4 | 271. | 1511. | 9143. | 23179. | 12200. | 30. | 0. | 0. | 0. | 0. | 46425. |
| 4 - 5 | 57. | 206. | 2955. | 11307. | 13450. | 275. | 1. | 0. | 0. | 0. | 28341. |
| 5 - 6 | 21. | 73. | 903. | 3959. | 12154. | 1600. | 3. | 0. | 0. | 0. | 18613. |
| 6 - 7 | 30. | 61. | 1423. | 2568. | 9972. | 2744. | 6. | 0. | 0. | 0. | 16732. |
| 7 - 8 | 15. | 127. | 906. | 2973. | 6791. | 3677. | 7. | 0. | 0. | 0. | 13505. |
| 8 - 9 | 15. | 10. | 439. | 1293. | 4225. | 2869. | 72. | 0. | 0. | 0. | 8928. |
| 9 - 10 | 5. | 4. | 166. | 366. | 4009. | 4431. | 207. | 0. | 0. | 0. | 9689. |
| 10 - 11 | 3. | 6. | 96. | 645. | 3594. | 4181. | 418. | 0. | 0. | 0. | 8947. |
| 11 - 12 | 0. | 0. | 58. | 337. | 2488. | 4587. | 777. | 12. | 0. | 0. | 8259. |
| 12 - 13 | 0. | 0. | 35. | 155. | 1639. | 4410. | 1027. | 34. | 0. | 0. | 7301. |
| 13 - 14 | 1. | 0. | 10. | 125. | 1538. | 5105. | 1609. | 106. | 2. | 0. | 8499. |
| 14 - 15 | 0. | 2. | 25. | 197. | 1597. | 5459. | 2210. | 222. | 18. | 0. | 9731. |
| 15 - 16 | 1. | 0. | 5. | 122. | 1056. | 4945. | 2672. | 418. | 61. | 0. | 9282. |
| 16 - 17 | 0. | 0. | 10. | 72. | 796. | 4456. | 3212. | 648. | 111. | 0. | 9325. |
| 17 - 18 | 0. | 0. | 4. | 53. | 609. | 4136. | 3506. | 864. | 205. | 0. | 9378. |
| 18 - 19 | 1. | 0. | 4. | 35. | 402. | 3653. | 3568. | 996. | 272. | 0. | 8932. |
| 19 - 20 | 0. | 0. | 6. | 51. | 494. | 3720. | 3990. | 1169. | 391. | 0. | 9819. |
| 20 - 21 | 0. | 0. | 6. | 25. | 434. | 2529. | 3353. | 1105. | 390. | 0. | 7840. |
| 21 - 22 | 0. | 0. | 2. | 15. | 191. | 1133. | 1634. | 603. | 248. | 0. | 3829. |
| 22 - 23 | 0. | 0. | 1. | 26. | 59. | 662. | 1002. | 462. | 230. | 0. | 2442. |
| 23 - 24 | 0. | 0. | 1. | 1. | 53. | 310. | 677. | 411. | 339. | 0. | 1921. |
| 24 - 25 | 0. | 0. | 1. | 1. | 0. | 153. | 374. | 222. | 194. | 0. | 944. |
| 25 - 26 | 0. | 0. | 1. | 5. | 23. | 62. | 169. | 99. | 97. | 0. | 456. |
| 26 - 27 | 0. | 0. | 0. | 2. | 2. | 50. | 203. | 134. | 152. | 0. | 543. |
| 27 - 28 | 0. | 0. | 0. | 0. | 1. | 55. | 227. | 167. | 217. | 0. | 666. |
| 28 - 29 | 0. | 0. | 0. | 1. | 1. | 19. | 150. | 116. | 130. | 0. | 418. |
| 29 - 30 | 0. | 0. | 0. | 0. | 12. | 33. | 215. | 140. | 175. | 0. | 576. |
| 30+ | 0. | 0. | 0. | 0. | 8. | 53. | 197. | 240. | 240. | 0. | 722. |
| Total | 29963. | 72550. | 86297. | 94735. | 79919. | 65357. | 31619. | 8151. | 3472. | 0. | 471968. |

Table C-23
Regression on Previous-Year Conversion Factor with Highest Correlation Estimate--Apportioned--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|--------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 0 - 1 | 24662. | 35105. | 8735. | 5373. | 21. | 2. | 0. | 0. | 0. | 73899. |
| 1 - 2 | 3393. | 27738. | 27449. | 9417. | 67. | 4. | 1. | 0. | 0. | 68069. |
| 2 - 3 | 1435. | 7866. | 29517. | 32134. | 2049. | 12. | 2. | 0. | 0. | 73035. |
| 3 - 4 | 271. | 1514. | 8581. | 22835. | 12212. | 30. | 0. | 0. | 0. | 45444. |
| 4 - 5 | 57. | 206. | 2773. | 11192. | 13401. | 275. | 1. | 0. | 0. | 27908. |
| 5 - 6 | 21. | 74. | 848. | 3802. | 12077. | 1615. | 3. | 0. | 0. | 18430. |
| 6 - 7 | 30. | 61. | 1336. | 2529. | 9839. | 2769. | 6. | 0. | 0. | 16570. |
| 7 - 8 | 15. | 127. | 850. | 2042. | 6658. | 3712. | 7. | 0. | 0. | 13411. |
| 8 - 9 | 15. | 10. | 412. | 1279. | 4198. | 2896. | 72. | 0. | 0. | 8882. |
| 9 - 10 | 5. | 4. | 156. | 953. | 3983. | 4473. | 208. | 0. | 0. | 9682. |
| 10 - 11 | 3. | 6. | 91. | 639. | 3571. | 4219. | 619. | 0. | 0. | 8949. |
| 11 - 12 | 0. | 0. | 56. | 332. | 2472. | 4629. | 760. | 12. | 0. | 8281. |
| 12 - 13 | 0. | 0. | 32. | 154. | 1629. | 4451. | 1031. | 34. | 0. | 7331. |
| 13 - 14 | 1. | 0. | 9. | 126. | 1528. | 5153. | 1614. | 107. | 2. | 8541. |
| 14 - 15 | 0. | 2. | 24. | 194. | 1587. | 5510. | 2218. | 224. | 19. | 9778. |
| 15 - 16 | 1. | 0. | 5. | 120. | 1051. | 4992. | 262. | 421. | 63. | 9334. |
| 16 - 17 | 0. | 0. | 9. | 91. | 791. | 4698. | 3224. | 652. | 113. | 9378. |
| 17 - 18 | 0. | 0. | 4. | 69. | 605. | 4175. | 3521. | 870. | 210. | 9435. |
| 18 - 19 | 1. | 0. | 6. | 37. | 399. | 3687. | 3581. | 1001. | 278. | 8989. |
| 19 - 20 | 0. | 0. | 4. | 50. | 491. | 3754. | 4004. | 1178. | 401. | 9882. |
| 20 - 21 | 0. | 0. | 4. | 25. | 432. | 2553. | 3365. | 1113. | 399. | 7889. |
| 21 - 22 | 0. | 0. | 2. | 16. | 193. | 1144. | 1640. | 608. | 254. | 3854. |
| 22 - 23 | 0. | 0. | 1. | 25. | 59. | 669. | 1006. | 466. | 235. | 2460. |
| 23 - 24 | 0. | 0. | 1. | 1. | 53. | 313. | 610. | 414. | 347. | 1938. |
| 24 - 25 | 0. | 0. | 1. | 0. | 0. | 154. | 375. | 226. | 199. | 953. |
| 25 - 26 | 0. | 0. | 1. | 5. | 75. | 62. | 170. | 99. | 100. | 460. |
| 26 - 27 | 0. | 0. | 0. | 2. | 2. | 51. | 203. | 135. | 156. | 549. |
| 27 - 28 | 0. | 0. | 0. | 0. | 1. | 55. | 227. | 163. | 222. | 674. |
| 28 - 29 | 0. | 0. | 0. | 1. | 1. | 19. | 150. | 117. | 133. | 423. |
| 29 - 30 | 0. | 0. | 0. | 0. | 12. | 34. | 216. | 161. | 179. | 582. |
| 30+ | 0. | 0. | 0. | 0. | 8. | 56. | 197. | 226. | 245. | 730. |
| Total | 29976. | 72734. | 80903. | 92324. | 79414. | 65965. | 31773. | 8211. | 3556. | 665748 |

Table D-1
Unconverted TAFMS Matrix
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-2
Six-Year Column Percentage Distribution
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-4
 Six-Year Row Percentage Distribution
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|---------|--------|--------|--------|-------|-------|-------|-------|---------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -6001. | -2585. | 2082. | -4547. | 117. | 10. | -7. | -1. | 0. | -10967. |
| 1 - 2 | -1614. | -10007. | 7860. | 1721. | 387. | 15. | 0. | 0. | 0. | -1659. |
| 2 - 3 | -866. | -2514. | 683. | 6923. | 5727. | 20. | -0. | 0. | -1. | 9872. |
| 3 - 4 | -187. | -756. | -270. | -773. | 6595. | 25. | 0. | 0. | -1. | 6693. |
| 4 - 5 | 71. | -20. | 877. | 527. | 1896. | 586. | 2. | 0. | 0. | 3988. |
| 5 - 6 | 5. | 6. | 83. | 40. | -976. | 1152. | 2. | 0. | 0. | 692. |
| 6 - 7 | -5. | -15. | -1025. | -197. | -1937. | 1397. | 0. | 0. | 0. | -1803. |
| 7 - 8 | -2. | -11. | -470. | -529. | -137. | 1384. | -0. | 0. | -1. | 232. |
| 8 - 9 | 2. | -8. | -94. | -357. | -606. | 1389. | 68. | 0. | 0. | 403. |
| 9 - 10 | 3. | -3. | -40. | -161. | -659. | 509. | 191. | 0. | 0. | -60. |
| 10 - 11 | -2. | -3. | -78. | -216. | -946. | 774. | 606. | -10. | 0. | -59. |
| 11 - 12 | 0. | 2. | -16. | -52. | -618. | 307. | 372. | 16. | 0. | 9. |
| 12 - 13 | 0. | -0. | -6. | 20. | -286. | -120. | 743. | 46. | 0. | 21. |
| 13 - 14 | -0. | 10. | 6. | 57. | -214. | -448. | 453. | 90. | 2. | -60. |
| 14 - 15 | -10. | -2. | -3. | -38. | -245. | -440. | 612. | 143. | 9. | 38. |
| 15 - 16 | -10. | -3. | 5. | -10. | -4. | -518. | 370. | 70. | -5. | -86. |
| 16 - 17 | 0. | 0. | 2. | 23. | 141. | -395. | 70. | 12. | -7. | -152. |
| 17 - 18 | 0. | 0. | 9. | 69. | 231. | -283. | -46. | -52. | -32. | -124. |
| 18 - 19 | 0. | 0. | 6. | 50. | 320. | -638. | -93. | -104. | -25. | -272. |
| 19 - 20 | -10. | 0. | 4. | 20. | 45. | -942. | -550. | -116. | -19. | -1550. |
| 20 - 21 | 0. | 0. | 2. | 17. | 30. | -655. | -611. | -137. | -31. | -1383. |
| 21 - 22 | 0. | 0. | 2. | 6. | 51. | -226. | -125. | 22. | 59. | -215. |
| 22 - 23 | 0. | 0. | 3. | 7. | 25. | -137. | -15. | 66. | 49. | -2. |
| 23 - 24 | 0. | 0. | 3. | 16. | 39. | 57. | 60. | 21. | -48. | 155. |
| 24 - 25 | 0. | 0. | 1. | 6. | 22. | 40. | 35. | 1. | -36. | 70. |
| 25 - 26 | 0. | 0. | 0. | 1. | 3. | 6. | 12. | 8. | -9. | 20. |
| 26 - 27 | 0. | 0. | 0. | 0. | 5. | 22. | 21. | 8. | -35. | 23. |
| 27 - 28 | 0. | 0. | 0. | 2. | 11. | 21. | 7. | 20. | -58. | 2. |
| 28 - 29 | 0. | 0. | -10. | 10. | 5. | 10. | 6. | 7. | -11. | 16. |
| 29 - 30 | 0. | 0. | 0. | 2. | 2. | 8. | -28. | 8. | -11. | -18. |
| 30+ | 0. | 0. | 0. | 10. | -4. | -22. | -129. | -97. | -155. | -405. |
| Total | -8628. | -16073. | 10182. | 2588. | 9075. | 3113. | 1470. | 28. | -365. | 1625. |

Table D-5
Six-Year Row Percentage Distribution--Apportioned
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-6
 Six-Year Moving Ratio Call by Cell Conversion Factor
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|-------|--------|--------|-------|-------|-------|-------|------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -152. | -71. | -4403. | -2593. | 6. | 3. | -2. | -1. | 0. | -7882. |
| 1 - 2 | 458. | 2354. | 5109. | -3492. | 9. | 8. | 10. | 0. | 0. | 4441. |
| 2 - 3 | 126. | 1706. | 8090. | 5770. | 331. | 21. | 0. | 0. | -1. | 16044. |
| 3 - 4 | -30. | -78. | 975. | 1151. | 3282. | 7. | -0. | 0. | -1. | 5310. |
| 4 - 5 | 2. | -48. | 596. | 2599. | 1562. | 103. | 10. | 0. | 0. | 4918. |
| 5 - 6 | -6. | -3. | -111. | 603. | 348. | 51. | 10. | 0. | 0. | 883. |
| 6 - 7 | -4. | -92. | -1423. | -477. | 129. | 35. | -2. | 0. | 0. | -1785. |
| 7 - 8 | -11. | -13. | -335. | -801. | -22. | -40. | -2. | 0. | -1. | -1235. |
| 8 - 9 | 2. | -4. | 73. | -304. | -335. | 343. | 29. | 0. | 0. | -250. |
| 9 - 10 | 2. | -5. | 0. | -70. | -550. | -271. | 15. | 0. | 0. | -829. |
| 10 - 11 | -1. | 2. | 9. | 71. | -111. | -173. | 33. | -10. | 0. | -221. |
| 11 - 12 | -2. | 0. | 0. | 9. | -205. | -301. | -111. | 6. | 0. | -639. |
| 12 - 13 | 0. | -0. | 10. | -20. | -209. | -192. | -101. | 0. | 0. | -518. |
| 13 - 14 | 0. | 0. | 5. | -7. | -56. | 115. | 11. | 3. | -10. | 70. |
| 14 - 15 | 3. | 10. | 2. | -1. | 12. | 43. | 20. | -1. | 2. | 80. |
| 15 - 16 | -1. | -7. | -6. | 4. | 22. | 395. | 190. | 11. | 3. | 606. |
| 16 - 17 | 0. | 0. | 2. | 22. | 69. | 855. | 400. | 87. | 13. | 1407. |
| 17 - 18 | 10. | 0. | 0. | 4. | 85. | 1128. | 807. | 195. | 37. | 2348. |
| 18 - 19 | 0. | 0. | 5. | 8. | 116. | 831. | 756. | 230. | 57. | 1998. |
| 19 - 20 | 0. | 0. | -1. | 11. | 89. | 377. | 214. | 52. | 29. | 696. |
| 20 - 21 | 0. | 0. | -2. | -13. | -64. | 46. | 53. | -68. | -46. | -53. |
| 21 - 22 | 0. | 0. | 5. | 7. | -18. | -274. | -770. | -208. | -61. | -819. |
| 22 - 23 | 0. | 0. | 12. | 0. | -41. | -217. | -197. | -54. | -45. | -531. |
| 23 - 24 | 0. | 0. | 0. | -1. | -17. | -157. | -108. | -89. | -47. | -495. |
| 24 - 25 | 0. | 0. | 0. | 0. | -5. | 1. | -6. | 2. | 15. | 8. |
| 25 - 26 | 0. | 0. | 7. | 6. | 3. | -22. | -34. | -19. | -8. | -66. |
| 26 - 27 | 0. | 0. | 0. | 3. | -7. | 14. | 22. | 45. | 42. | 131. |
| 27 - 28 | 0. | 0. | 0. | 1. | 4. | 0. | 20. | 37. | 39. | 103. |
| 28 - 29 | 0. | 0. | -1. | 0. | 10. | -4. | 25. | 19. | 31. | 71. |
| 29 - 30 | 0. | 0. | 1. | 1. | 10. | 6. | 24. | 2. | 28. | 59. |
| 30+ | 0. | 0. | 0. | 10. | -5. | -25. | -107. | -60. | -67. | -263. |
| Total | 774. | 3177. | 8579. | 2456. | 4477. | 2557. | 1700. | 195. | 12. | 23586. |

Table D-7

Six-Year Moving Ratio Cell by Cell Conversion Factor--Apportioned
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-8
 Previous-Year Cell by Cell Conversion Factor
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|-------|-------|-------|-------|------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -518. | -1960. | -1518. | -1200. | -4. | -9. | -4. | -1. | 0. | -5214. |
| 1 - 2 | 362. | 338. | 1577. | -2986. | 10. | -11. | -0. | 0. | 0. | -220. |
| 2 - 3 | 165. | 843. | 1362. | 2148. | 127. | -9. | 1. | 0. | -1. | 4637. |
| 3 - 4 | -1. | -37. | 25. | -907. | 1540. | 2. | -1. | 0. | -1. | 619. |
| 4 - 5 | 10. | -12. | 360. | 1499. | 291. | 113. | 0. | 0. | 0. | 2261. |
| 5 - 6 | -5. | 22. | 63. | 488. | -143. | -6. | 2. | 0. | 0. | 420. |
| 6 - 7 | 7. | 75. | -1102. | -201. | 96. | 32. | -0. | 0. | 0. | -1094. |
| 7 - 8 | 5. | -0. | -91. | -65. | -186. | -895. | 4. | 0. | -1. | -830. |
| 8 - 9 | 7. | -5. | 14. | -250. | 4. | 11. | 11. | 0. | 0. | 192. |
| 9 - 10 | 1. | -6. | -25. | -135. | -462. | -274. | -50. | 0. | 0. | -952. |
| 10 - 11 | -1. | 6. | -2. | 16. | 45. | 58. | 50. | -1. | 0. | 172. |
| 11 - 12 | -1. | 2. | 21. | 37. | 39. | -216. | -41. | 1. | 0. | -157. |
| 12 - 13 | 0. | -1. | -11. | -21. | -159. | -214. | -90. | 2. | 0. | -494. |
| 13 - 14 | -10. | 0. | 9. | -3. | 12. | 263. | 49. | 6. | -10. | 334. |
| 14 - 15 | -10. | 3. | 2. | -10. | -1. | -172. | -67. | -5. | 2. | -248. |
| 15 - 16 | -1. | -2. | -6. | -15. | -28. | -306. | -111. | -16. | -9. | -694. |
| 16 - 17 | 0. | 0. | 6. | 10. | -46. | -105. | -206. | -9. | -3. | -354. |
| 17 - 18 | 10. | 0. | -1. | -4. | -81. | 179. | 135. | 8. | -3. | 233. |
| 18 - 19 | 0. | 0. | 3. | 0. | 50. | 412. | 527. | 164. | 38. | 1195. |
| 19 - 20 | -1. | 0. | 10. | 17. | 65. | 219. | 157. | 69. | 47. | 574. |
| 20 - 21 | 0. | 0. | -3. | -4. | 75. | 407. | 374. | 180. | 13. | 1043. |
| 21 - 22 | 0. | 0. | -1. | 47. | 55. | 99. | -88. | -152. | -37. | -78. |
| 22 - 23 | 0. | 0. | 0. | -1. | -27. | 81. | 36. | 49. | -11. | 126. |
| 23 - 24 | 0. | 0. | 2. | -3. | 11. | -89. | -104. | -65. | -45. | -294. |
| 24 - 25 | 0. | 0. | 1. | 0. | 1. | 105. | 66. | 44. | 35. | 253. |
| 25 - 26 | 0. | 0. | 1. | 2. | -4. | -25. | -46. | -38. | -22. | -132. |
| 26 - 27 | 0. | 0. | 0. | -1. | -5. | 19. | -7. | 7. | 13. | 27. |
| 27 - 28 | 0. | 0. | 0. | 1. | 2. | 35. | -12. | 8. | -17. | 18. |
| 28 - 29 | 0. | 0. | -1. | 0. | 0. | -7. | 8. | 6. | 11. | 17. |
| 29 - 30 | 0. | 0. | 0. | 0. | 7. | 17. | 68. | 22. | 54. | 168. |
| 30+ | 0. | 0. | 0. | 0. | -1. | -4. | -63. | -16. | -29. | -112. |
| Total | 28. | -738. | 684. | -1080. | 1272. | 510. | 597. | 262. | 35. | 1615. |

Table 8-10

Previous-Year Prior LOS Cell Conversion Factor

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-11

Previous-Year Prior LOS Cell Conversion Factor--Apportioned
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-12
 Previous-Year Prior LOS, Paygrade Cell Conversion Factor
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|-------|-------|-------|---------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -518. | -1960. | -1518. | -1200. | -4. | -9. | -2. | -1. | 0. | -5212. |
| 1 - 2 | -195. | -5638. | -1848. | -2722. | 37. | -1. | 0. | 0. | 0. | -10368. |
| 2 - 3 | 48. | 390. | 3390. | 748. | 643. | 10. | 10. | 0. | -1. | 5229. |
| 3 - 4 | 4. | 1. | 1398. | 1249. | 2866. | 22. | 10. | 0. | -1. | 5540. |
| 4 - 5 | 0. | -95. | 587. | -1011. | 65. | 233. | 7. | 0. | 0. | -214. |
| 5 - 6 | -2. | -6. | 626. | 703. | 5984. | 575. | 18. | 0. | 0. | 7898. |
| 6 - 7 | -8. | -62. | -1291. | -619. | 266. | 276. | 22. | 0. | 0. | -1416. |
| 7 - 8 | -9. | -12. | 2902. | 281. | 3912. | 639. | 43. | 10. | -1. | 7756. |
| 8 - 9 | 19. | 35. | 765. | 305. | 3826. | 855. | 61. | 3. | 0. | 5868. |
| 9 - 10 | 5. | -1. | 42. | -121. | 55. | 1119. | 93. | 3. | 0. | 1193. |
| 10 - 11 | -1. | -2. | 19. | -90. | -370. | 813. | 126. | 5. | 0. | 501. |
| 11 - 12 | 0. | 0. | 93. | -18. | -174. | 852. | 88. | 14. | 0. | 854. |
| 12 - 13 | -1. | -1. | -7. | 41. | 17. | 1070. | 119. | 14. | 1. | 1254. |
| 13 - 14 | 0. | 0. | -18. | -68. | -37. | 850. | 216. | 16. | 1. | 963. |
| 14 - 15 | 0. | -1. | 0. | 20. | -72. | 736. | 303. | 24. | 6. | 1016. |
| 15 - 16 | -0. | -2. | -1. | 4. | -120. | 702. | 291. | 30. | 9. | 913. |
| 16 - 17 | 0. | 0. | 10. | 12. | -138. | 794. | 199. | 62. | 15. | 945. |
| 17 - 18 | 0. | 0. | 7. | 7. | -54. | 553. | 374. | 41. | 14. | 942. |
| 18 - 19 | 10. | 0. | -2. | -13. | 11. | -312. | 316. | 62. | 19. | 82. |
| 19 - 20 | -1. | 0. | -7. | -16. | -132. | -1005. | -184. | -36. | 13. | -1368. |
| 20 - 21 | 0. | 0. | -2. | -5. | -151. | -907. | 204. | -29. | -15. | -904. |
| 21 - 22 | 0. | 0. | -1. | -6. | -62. | 57. | 955. | -23. | 35. | 955. |
| 22 - 23 | 0. | 0. | 0. | -5. | 5. | 171. | 1101. | 119. | 15. | 1405. |
| 23 - 24 | 0. | 0. | 0. | -3. | -26. | -12. | 987. | 125. | 96. | 1167. |
| 24 - 25 | 0. | 0. | 0. | 6. | -14. | 104. | 276. | 76. | 39. | 487. |
| 25 - 26 | 0. | 0. | 0. | 4. | 5. | 2. | 185. | 16. | 14. | 225. |
| 26 - 27 | 0. | 0. | 0. | 1. | -3. | -12. | 45. | 52. | 16. | 98. |
| 27 - 28 | 0. | 0. | 0. | 2. | -2. | -30. | 93. | 36. | 12. | 310. |
| 28 - 29 | 0. | 0. | -1. | 1. | 0. | -10. | 191. | 21. | 21. | 223. |
| 29 - 30 | 0. | 0. | 0. | 0. | -4. | -2. | -20. | 6. | 6. | -14. |
| 30+ | 0. | 0. | 0. | 0. | -7. | 36. | -172. | -101. | -132. | -376. |
| Total | -660. | -7356. | 5135. | -2513. | 16322. | 8166. | 5937. | 539. | 182. | 25753. |

Table D-13

AD-A132 336

ESTIMATION OF PAY ENTRY BASE DATE (PEBD) ENLISTED
PERSONNEL RATING FORCE.. (U) NAVY PERSONNEL RESEARCH AND
DEVELOPMENT CENTER SAN DIEGO CA J BORACK SEP 77

UNCLASSIFIED

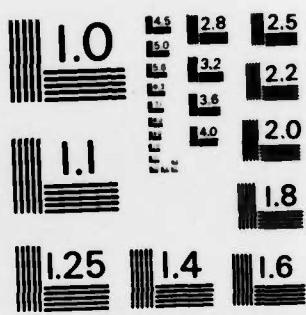
NPRDC-SR-77-12 SB1-AD-F630 041

F/G 12/1

22

NL

END
DATE
FILED
9-83
DTI



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS - 1963 - A

Table D-14

Previous-Year Conversion Factor with Highest Correlation

—Deviation Between Estimated and Actual PEBD Matrix—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -518. | -1960. | -1518. | -1200. | -4. | -9. | -2. | -1. | 0. | -5212. |
| 1 - 2 | 362. | -5639. | -1848. | -2722. | -1C. | -13. | -1. | 0. | 0. | -9860. |
| 2 - 3 | 165. | 843. | -4027. | 748. | -606. | -11. | -0. | 0. | -1. | -2888. |
| 3 - 4 | 4. | 1. | 653. | -907. | 2866. | 22. | 10. | 0. | -1. | 2639. |
| 4 - 5 | 10. | -12. | 230. | -1146. | -2162. | 233. | -1. | 0. | 0. | -2848. |
| 5 - 6 | -2. | 18. | -224. | 488. | 1309. | -246. | -0. | 0. | 0. | 1342. |
| 6 - 7 | 7. | -62. | -1102. | -619. | -880. | -303. | -1. | 0. | 0. | -2961. |
| 7 - 8 | -9. | 48. | 181. | 281. | -185. | -83. | 1. | 10. | -1. | 235. |
| 8 - 9 | 19. | -5. | 303. | 491. | -623. | -152. | -7. | 0. | 0. | 26. |
| 9 - 10 | 5. | -6. | -4. | 51. | -198. | -212. | -97. | 3. | 0. | -459. |
| 10 - 11 | -1. | -7. | -12. | -23. | -51. | -160. | 126. | -1. | 0. | -123. |
| 11 - 12 | 0. | 0. | 21. | -10. | -28. | -76. | 88. | 14. | 0. | 19. |
| 12 - 13 | -1. | -1. | 18. | -3. | -15. | -130. | 119. | 14. | 1. | 2. |
| 13 - 14 | 0. | 0. | -6. | 0. | -37. | -109. | -78. | 16. | -10. | -213. |
| 14 - 15 | 0. | 0. | 0. | 0. | 13. | -40. | -85. | 26. | -6. | -88. |
| 15 - 16 | -0. | -3. | -1. | -5. | -20. | -86. | -79. | -26. | 9. | -211. |
| 16 - 17 | 0. | 0. | 3. | 5. | -10. | -117. | -124. | -0. | -21. | -264. |
| 17 - 18 | 0. | 0. | 10. | -4. | -7. | -61. | -107. | -29. | 14. | -193. |
| 18 - 19 | 10. | 0. | 3. | -10. | -10. | -157. | -112. | -45. | -14. | -335. |
| 19 - 20 | -1. | 0. | -3. | -7. | -103. | -864. | -528. | -126. | -35. | -1662. |
| 20 - 21 | 0. | 0. | -2. | -3. | 75. | -826. | -462. | -121. | -15. | -1353. |
| 21 - 22 | 0. | 0. | 10. | 1C. | 15. | -163. | -126. | -77. | -20. | -369. |
| 22 - 23 | 0. | 0. | 0. | 13. | -18. | 10. | -61. | -10. | -12. | -80. |
| 23 - 24 | 0. | 0. | 0. | -2. | 11. | 30. | 4. | 14. | 7. | 66. |
| 24 - 25 | 0. | 0. | 1. | 0. | -10. | 42. | 23. | 3. | -3. | 52. |
| 25 - 26 | 0. | 0. | 10. | 5. | 13. | 17. | -10. | -10. | 14. | 30. |
| 26 - 27 | 0. | 0. | 0. | 1. | -8. | 12. | 6. | 1. | 5. | 20. |
| 27 - 28 | 0. | 0. | 0. | 0. | 0. | 9. | -7. | -3. | -2. | -3. |
| 28 - 29 | 0. | 0. | -10. | 1. | 0. | -10. | 10. | 4. | -7. | -2. |
| 29 - 30 | 0. | 0. | 0. | 0. | 7. | 3. | -4. | -10. | -7. | -12. |
| 30+ | 0. | 0. | 0. | 0. | 12. | 36. | -172. | -101. | -127. | -352. |
| Total | 40. | -6779. | -7329. | -6552. | -651. | -3412. | -1690. | -465. | -226. | -25061. |

Table D-15

Previous-Year Conversion Factor with Highest Correlation--Apportioned

--Deviation Between Estimated and Actual PEBD Matrix--Piecel Year 1976

| Years of Service | Paygrade | | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|--------|-------|-------|------|-------|--------|-------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | | |
| 0 - 1 | -551. | 1592. | -626. | -927. | -4. | -9. | -2. | -1. | 0. | -528. | |
| 1 - 2 | 358. | -3377. | 719. | -2223. | -0. | -12. | -1. | 0. | 0. | -4537. | |
| 2 - 3 | 163. | 1605. | -1827. | 2252. | -597. | -11. | 0. | 0. | -1. | 1586. | |
| 3 - 4 | 3. | 161. | 1597. | 305. | 2985. | 25. | 10. | 0. | -1. | 5076. | |
| 4 - 5 | 9. | 9. | 464. | -781. | -2070. | 258. | -1. | 0. | 0. | -2111. | |
| 5 - 6 | -2. | 26. | -126. | 689. | 1419. | -175. | 0. | 0. | 0. | 1831. | |
| 6 - 7 | 7. | -60. | -944. | -501. | -804. | -165. | -10. | 0. | 0. | -2468. | |
| 7 - 8 | -9. | 57. | 309. | 426. | -131. | 114. | 2. | 1. | -1. | 767. | |
| 8 - 9 | 19. | -8. | 365. | 583. | -589. | 3. | -6. | 0. | 0. | 371. | |
| 9 - 10 | 5. | -6. | 13. | 98. | -165. | 29. | -91. | 3. | 0. | -115. | |
| 10 - 11 | -1. | -2. | -4. | 9. | -22. | 66. | 154. | -1. | 0. | 200. | |
| 11 - 12 | 0. | 0. | 29. | 16. | -8. | 171. | 137. | 16. | 0. | 362. | |
| 12 - 13 | -1. | -1. | 22. | 6. | -2. | 107. | 186. | 17. | 2. | 336. | |
| 13 - 14 | 0. | 0. | -4. | 7. | -24. | 168. | 11. | 23. | -0. | 180. | |
| 14 - 15 | 0. | 0. | 6. | 11. | 26. | 256. | 36. | 39. | -5. | 370. | |
| 15 - 16 | -0. | -3. | 0. | 2. | -11. | 180. | 67. | -2. | 14. | 247. | |
| 16 - 17 | 0. | 0. | 4. | 10. | -8. | 124. | 50. | 37. | -14. | 207. | |
| 17 - 18 | 0. | 0. | 1. | -2. | -1. | 164. | 90. | 21. | 29. | 302. | |
| 18 - 19 | 10. | 0. | 3. | 1. | -7. | 40. | 79. | 13. | 3. | 134. | |
| 19 - 20 | -1. | 0. | -2. | 10. | -69. | -699. | -328. | -62. | -12. | -1203. | |
| 20 - 21 | 0. | 0. | -2. | -3. | 79. | -742. | -311. | -63. | 13. | -1029. | |
| 21 - 22 | 0. | 0. | 1. | 1. | 16. | -116. | -42. | -43. | -3. | -186. | |
| 22 - 23 | 0. | 0. | 0. | 14. | -14. | 44. | -6. | 16. | -3. | 52. | |
| 23 - 24 | 0. | 0. | 0. | -2. | 11. | 49. | 50. | 40. | 30. | 178. | |
| 24 - 25 | 0. | 0. | 2. | 0. | -14. | 50. | 44. | 17. | 9. | 108. | |
| 25 - 26 | 0. | 0. | 10. | 5. | 13. | 21. | -0. | -4. | 21. | 58. | |
| 26 - 27 | 0. | 0. | 0. | 1. | -4. | 15. | 15. | 9. | 15. | 53. | |
| 27 - 28 | 0. | 0. | 0. | 0. | 0. | 12. | 5. | 7. | 13. | 38. | |
| 28 - 29 | 0. | 0. | -10. | 1. | 0. | -9. | 18. | 11. | 2. | 23. | |
| 29 - 30 | 0. | 0. | 0. | 0. | 7. | 5. | 8. | -1. | 4. | 22. | |
| Total | 304. | 0. | 0. | 0. | 12. | 40. | -166. | -54. | -117. | -324. | 0. |

Table D-16

Regression on Previous-Year Conversion Factor

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|-------|-------|-------|-------|------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -510. | -1505. | -1169. | -1073. | -10. | -9. | -2. | -1. | 0. | -4279. |
| 1 - 2 | 473. | 809. | 2486. | -3938. | -4. | -9. | 0. | 0. | 0. | -252. |
| 2 - 3 | 162. | 1294. | 645. | 3549. | 284. | 9. | 1. | 0. | -1. | 11747. |
| 3 - 4 | -12. | -81. | 911. | -1364. | 1698. | 1. | 0. | 0. | -1. | 1153. |
| 4 - 5 | 9. | -11. | 993. | 2997. | 1736. | 80. | 1. | 0. | 0. | 5805. |
| 5 - 6 | -7. | 10. | -86. | 436. | 515. | 22. | 1. | 0. | 0. | 897. |
| 6 - 7 | 4. | 366. | -1269. | -469. | 136. | -11. | -2. | 0. | 0. | -1245. |
| 7 - 8 | -44. | -11. | -243. | -306. | 21. | 97. | -3. | 0. | -1. | -487. |
| 8 - 9 | 4. | -4. | 8. | -318. | -255. | 318. | 13. | 0. | 0. | -234. |
| 9 - 10 | 1. | -3. | -1. | -71. | -77. | -267. | -101. | 0. | 0. | -953. |
| 10 - 11 | -1. | -5. | 19. | 28. | -41. | -29. | 40. | -1. | 0. | 18. |
| 11 - 12 | -1. | 2. | 4. | 8. | -33. | -313. | -96. | 5. | 0. | -424. |
| 12 - 13 | 0. | -1. | 13. | -18. | -233. | -202. | -95. | 4. | 0. | -501. |
| 13 - 14 | -0. | 0. | 5. | -6. | -52. | 102. | -1. | 3. | -1. | 50. |
| 14 - 15 | -1. | -1. | 1. | -11. | -48. | -295. | -195. | -9. | 2. | -476. |
| 15 - 16 | -1. | -2. | -5. | -15. | -41. | -408. | -128. | -15. | -7. | -624. |
| 16 - 17 | 0. | 0. | 1. | 16. | -49. | -366. | -413. | -9. | 1. | -818. |
| 17 - 18 | 1. | 0. | -0. | 3. | -123. | 695. | 630. | 247. | 39. | 1492. |
| 18 - 19 | 0. | 0. | 5. | 4. | 78. | 766. | 759. | 230. | 55. | 1897. |
| 19 - 20 | -1. | 0. | -2. | 14. | 87. | 310. | 209. | 74. | 41. | 731. |
| 20 - 21 | 0. | 0. | -3. | 6. | 125. | 317. | 220. | 70. | 16. | 752. |
| 21 - 22 | 0. | 0. | -1. | -2. | 76. | 48. | -134. | -194. | -35. | -242. |
| 22 - 23 | 0. | 0. | 2. | 5. | -37. | 58. | -40. | -69. | -32. | -113. |
| 23 - 24 | 0. | 0. | 2. | -3. | 8. | -120. | -162. | -81. | -47. | -403. |
| 24 - 25 | 0. | 0. | 1. | 0. | -7. | -117. | 19. | 16. | 19. | -69. |
| 25 - 26 | 0. | 0. | 0. | 3. | -4. | -23. | -40. | -34. | -18. | -116. |
| 26 - 27 | 0. | 0. | 0. | -1. | -3. | 15. | 13. | 25. | 32. | 81. |
| 27 - 28 | 0. | 0. | 0. | 1. | 4. | -23. | 11. | 25. | 27. | 49. |
| 28 - 29 | 0. | 0. | -1. | 0. | 1. | -4. | 23. | 15. | 30. | 67. |
| 29 - 30 | 0. | 0. | 0. | 0. | 6. | 12. | 36. | 10. | 39. | 105. |
| 30+ | 0. | 0. | 0. | 1. | -11. | -33. | -116. | -38. | -54. | -251. |
| Total | 7. | 797. | 8129. | -464. | 3364. | 630. | 530. | 280. | 104. | 13357. |

Table D-17

Regression on Previous-Year Conversion Factor—Apportioned

—Deviation Between Estimated and Actual PEBD Matrix—Fiscal Year 1976

Table D-18

Regression on Previous-Year, Prior LOS Conversion Factor

—Deviation Between Estimated and Actual PEBD Matrix—Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|-------|-------|-------|------|------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -510. | -1505. | -1169. | -1073. | -18. | -9. | -2. | -1. | 0. | -4279. |
| 1 - 2 | 689. | 1460. | -203. | -3423. | 2. | -12. | -0. | 0. | 0. | -1689. |
| 2 - 3 | 135. | 2087. | 5333. | 5685. | 334. | -10. | 1. | 0. | -1. | 13563. |
| 3 - 4 | -18. | -165. | 319. | -566. | 1880. | 3. | -3. | 0. | -1. | 1452. |
| 4 - 5 | 0. | -36. | 638. | 3105. | 129. | 64. | -3. | 0. | 0. | 6120. |
| 5 - 6 | -6. | 9. | -313. | 746. | 83. | 59. | 1. | 0. | 0. | 579. |
| 6 - 7 | -2. | 41. | -1370. | -469. | -193. | -82. | 0. | 0. | 0. | -2075. |
| 7 - 8 | -1. | 89. | -193. | -437. | 63. | -12. | -1. | 0. | -1. | -494. |
| 8 - 9 | 13. | -2. | 121. | -10. | -502. | -119. | 41. | 0. | 0. | -458. |
| 9 - 10 | 4. | -6. | -8. | -11. | -198. | -168. | -10. | 0. | 0. | -386. |
| 10 - 11 | -1. | 2. | 6. | 4. | -3. | -120. | 37. | -1. | 0. | -76. |
| 11 - 12 | -1. | 0. | 7. | -1. | -36. | -22. | -49. | 6. | 0. | -95. |
| 12 - 13 | -1. | -9. | 8. | -15. | -38. | -62. | -6. | 3. | 0. | -111. |
| 13 - 14 | -3. | 0. | -8. | -7. | -33. | -78. | -42. | 0. | -1. | -169. |
| 14 - 15 | -1. | -1. | 3. | -5. | 30. | 1. | -27. | -1. | 1. | 1. |
| 15 - 16 | -6. | -3. | -6. | -8. | -29. | -24. | -12. | -5. | 3. | -83. |
| 16 - 17 | 0. | 2. | 0. | 7. | -12. | -67. | -9. | 19. | -5. | -67. |
| 17 - 18 | 0. | 3. | 0. | -2. | -22. | -43. | -102. | -5. | -3. | -176. |
| 18 - 19 | 1. | 0. | 2. | 0. | -6. | -117. | 60. | -16. | 8. | -67. |
| 19 - 20 | -1. | 0. | -3. | 6. | -90. | -172. | -83. | -30. | 10. | -365. |
| 20 - 21 | 0. | 0. | -1. | 6. | -37. | 177. | 208. | 8. | -10. | 351. |
| 21 - 22 | 0. | 0. | 1. | 3. | 78. | 99. | 7. | -35. | -13. | 142. |
| 22 - 23 | 0. | 0. | 1. | 21. | -14. | 61. | -41. | 18. | -14. | 32. |
| 23 - 24 | 0. | 0. | 1. | -2. | -9. | -1. | 4. | -12. | 11. | -8. |
| 24 - 25 | 0. | 0. | 1. | 0. | 2. | 49. | 16. | 2. | 5. | 75. |
| 25 - 26 | 0. | 0. | 1. | 4. | 12. | 4. | -12. | -11. | -4. | -6. |
| 26 - 27 | 0. | 0. | 0. | 1. | -5. | 11. | 9. | 0. | 2. | 19. |
| 27 - 28 | 0. | 0. | 0. | 0. | -1. | 10. | -6. | 2. | -5. | -1. |
| 28 - 29 | 0. | 0. | -1. | 0. | -1. | 9. | 6. | 2. | -4. | 12. |
| 29 - 30 | 0. | 0. | 0. | 0. | 1. | 1. | -4. | -12. | -1. | -95. |
| 30+ | 0. | 0. | 0. | 1. | 1. | -14. | -89. | -28. | -37. | -165. |
| Total | 99. | 1966. | 3356. | 3580. | 1389. | -562. | -106. | -95. | -59. | 9562. |

Table D-19

**Regression on Previous-Year, Prior LOS Conversion Factor--Apportioned
Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976**

Table D-20

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|-------|-------|-------|-------|-------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -510. | -1505. | -1169. | -1073. | -10. | -9. | -2. | -1. | 0. | -4279. |
| 1 - 2 | 489. | 26. | 1633. | -2892. | -9. | 5. | 1. | 0. | 0. | -747. |
| 2 - 3 | 135. | 1824. | 8420. | 4033. | 413. | 20. | 0. | 0. | -1. | 14844. |
| 3 - 4 | -18. | -42. | 721. | 204. | 825. | -1. | -1. | 0. | -1. | 1687. |
| 4 - 5 | 0. | -17. | 680. | 4432. | 688. | 36. | 1. | 1. | 0. | 5821. |
| 5 - 6 | -6. | -3. | -22. | 233. | 308. | 24. | 1. | 0. | 0. | 534. |
| 6 - 7 | -2. | -28. | -1322. | -356. | 162. | -184. | -1. | 0. | 0. | -1732. |
| 7 - 8 | -1. | -4. | 1495. | -476. | -64. | -40. | -3. | 0. | -1. | 905. |
| 8 - 9 | 13. | -1. | 101. | -242. | -185. | 295. | 15. | -0. | 0. | -5. |
| 9 - 10 | 4. | -12. | -5. | -65. | -504. | 67. | 3. | 0. | 0. | -518. |
| 10 - 11 | -1. | 0. | 14. | 21. | -412. | -70. | 39. | 0. | 0. | -409. |
| 11 - 12 | -1. | 0. | -8. | 0. | -199. | -171. | -14. | 7. | 0. | -385. |
| 12 - 13 | -1. | -1. | -7. | -18. | -251. | 200. | -52. | 4. | 0. | -126. |
| 13 - 14 | -0. | 0. | 3. | -13. | -64. | 269. | -62. | 1. | -1. | 133. |
| 14 - 15 | -1. | -1. | 1. | 5. | -20. | 220. | -14. | -3. | 2. | 190. |
| 15 - 16 | -0. | -2. | -6. | 0. | -61. | 199. | -44. | -6. | -1. | 78. |
| 16 - 17 | 0. | 0. | 1. | 19. | -93. | 531. | -109. | 14. | 1. | 374. |
| 17 - 18 | 0. | 0. | 7. | 9. | 21. | 528. | 79. | -56. | -7. | 583. |
| 18 - 19 | 0. | 0. | -2. | 2. | 88. | -279. | 224. | -80. | 4. | -62. |
| 19 - 20 | -1. | 0. | -7. | 10. | 49. | -783. | -125. | -79. | 10. | -925. |
| 20 - 21 | 0. | 0. | -0. | 1. | 1. | 25. | 199. | -9. | -32. | 184. |
| 21 - 22 | 0. | 0. | -1. | 22. | -25. | 346. | 13. | -130. | -13. | 213. |
| 22 - 23 | 0. | 0. | 0. | 1. | -30. | 253. | 54. | 11. | -31. | 258. |
| 23 - 24 | 0. | 0. | 0. | -2. | -10. | -79. | 38. | -10. | -5. | -68. |
| 24 - 25 | 0. | 0. | 0. | 6. | -14. | 176. | 39. | 15. | 16. | 237. |
| 25 - 26 | 0. | 0. | 0. | 4. | 2. | -13. | 51. | -1. | 2. | 44. |
| 26 - 27 | 0. | 0. | 0. | 2. | -2. | 12. | 10. | 29. | 3. | 53. |
| 27 - 28 | 0. | 0. | 0. | 2. | -2. | 3. | 47. | 13. | -16. | 48. |
| 28 - 29 | 0. | 0. | -1. | 1. | 1. | -8. | 101. | -5. | 10. | 104. |
| 29 - 30 | 0. | 0. | 0. | 0. | 4. | 4. | 5. | -21. | 10. | 2. |
| 30+ | 0. | 0. | 0. | 0. | -2. | 9. | -86. | 7. | -50. | -122. |
| Total | 99. | 233. | 10524. | 3868. | 615. | 1982. | 405. | -294. | -103. | 16933. |

Tabla D-21

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor--Apportioned

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Table D-22
 Regression on Previous-Year Conversion Factor with Highest Correlation
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

| Years of Service | Paygrade | | | | | | | | | Total |
|------------------------|----------|--------|--------|--------|-------|-------|-------|------|------|--------|
| | E1 | E2 | E3 | E4 | E5 | E6 | E7 | E8 | E9 | |
| 0 - 1 | -510. | -1505. | -1169. | -1073. | -10. | -9. | -2. | -1. | 0. | -4279. |
| 1 - 2 | 403. | 26. | 1633. | -2890. | 2. | -12. | -0. | 0. | 0. | -839. |
| 2 - 3 | 162. | 1294. | 5333. | 4033. | 334. | -10. | 1. | 0. | -1. | 11146. |
| 3 - 4 | -18. | -42. | 319. | -1364. | 825. | -1. | -1. | 0. | -1. | -282. |
| 4 - 5 | 9. | -11. | 838. | 3105. | 129. | 36. | -0. | 0. | 0. | 4107. |
| 5 - 6 | -6. | 9. | -313. | 436. | 83. | 59. | 1. | 0. | 0. | 269. |
| 6 - 7 | 4. | -28. | -1269. | -356. | -193. | -82. | 0. | 0. | 0. | -1926. |
| 7 - 8 | -1. | 89. | -193. | -476. | 63. | -12. | -1. | 0. | -1. | -533. |
| 8 - 9 | 13. | -4. | 121. | -10. | -502. | -119. | 41. | 0. | 0. | -400. |
| 9 - 10 | 4. | -6. | -8. | -11. | -188. | -168. | -10. | 0. | 0. | -386. |
| 10 - 11 | -1. | 0. | 6. | 4. | -3. | -129. | 39. | -1. | 0. | -75. |
| 11 - 12 | -1. | 0. | 4. | -1. | -36. | -22. | -14. | 7. | 0. | -63. |
| 12 - 13 | -1. | -1. | 8. | -15. | -38. | -62. | -52. | 4. | 0. | -157. |
| 13 - 14 | 0. | 3. | -8. | -7. | -33. | -78. | -42. | 1. | -1. | -168. |
| 14 - 15 | -1. | -1. | 3. | -5. | 30. | 1. | -27. | -3. | 1. | -1. |
| 15 - 16 | 0. | -3. | -6. | -8. | -29. | -24. | -12. | -5. | -1. | -88. |
| 16 - 17 | 0. | 0. | 0. | 7. | -12. | -67. | -9. | 19. | -5. | -67. |
| 17 - 18 | 0. | 0. | 0. | -2. | -22. | -43. | -102. | -5. | -7. | -179. |
| 18 - 19 | 1. | 2. | 2. | 0. | -6. | -117. | 60. | -16. | 8. | -66. |
| 19 - 20 | -1. | 0. | -3. | 4. | -90. | -172. | -83. | -30. | 10. | -365. |
| 20 - 21 | 0. | 0. | -u. | 6. | 125. | 177. | 208. | 8. | -32. | 492. |
| 21 - 22 | 0. | 2. | 1. | 3. | 78. | 99. | 7. | -35. | -13. | 142. |
| 22 - 23 | 0. | 0. | 1. | 21. | -14. | 61. | -41. | 18. | -14. | 32. |
| 23 - 24 | 0. | 0. | 1. | -2. | 8. | -1. | 4. | -12. | 11. | 0. |
| 24 - 25 | 0. | 0. | 1. | 2. | -14. | 49. | 16. | 2. | 5. | 59. |
| 25 - 26 | 0. | 1. | 1. | 4. | 12. | 4. | -12. | -11. | 2. | 0. |
| 26 - 27 | 0. | 0. | 0. | 1. | -5. | 11. | 9. | 0. | 2. | 18. |
| 27 - 28 | 0. | 0. | 0. | 0. | -1. | 10. | -6. | 2. | -5. | -1. |
| 28 - 29 | 0. | 0. | -1. | 1. | -1. | -8. | 6. | 2. | -4. | -6. |
| 29 - 30 | 0. | 0. | 0. | 0. | 8. | 1. | -4. | -12. | -1. | -7. |
| 30+ | 0. | 0. | 0. | 0. | 1. | 9. | -86. | 7. | -37. | -106. |
| Total | 55. | -184. | 5304. | 1406. | 505. | -605. | -114. | -60. | -84. | 6220. |

Table D-23

Regression on Previous-Year Conversion Factor with Highest Correlation--Apportioned
 --Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

RESULTS OF MULTIPLE LINEAR REGRESSION MODEL

$$F_{ijk} = \alpha_{ijk} + \beta_{1ijk} F_{i-1,jk} + \beta_{2ijk} F_{i-1,j-1,k} + \beta_{3ijk} F_{i-1,j-1,k-1}$$

| Conversion Method | Fiscal Year | | | |
|--|-------------|-----------|------------|-----------|
| | 1973 | 1974 | 1975 | 1976 |
| Mean Absolute Deviation | | | | |
| Multiple Linear Regression | 168.9 | 161.2 | 325.1 | 137.0 |
| Multiple Linear Regression- Apportioned | 144.9 | 147.8 | 276.5 | 131.6 |
| Difference Between Estimated and Actual Standardized Total ALNAV Monthly Pay | | | | |
| Multiple Linear Regression | \$4,679,632 | 2,979,974 | 15,110,846 | 1,920,508 |
| Multiple Linear Regression- Apportioned | \$ -327,754 | 133,266 | 76,400 | 296,194 |
| Percentage Difference Between Estimated and Actual Standardized Total ALNAV Monthly Pay | | | | |
| Multiple Linear Regression | 1.77% | 1.18% | 6.18% | .80% |
| Multiple Linear Regression- Apportioned | -.12% | .05% | .03% | .12% |

END
DATE
FILMED

9-83

DTI